

PDTAQ428

FINAL REPORT

ENTREPRENEURIAL MANAGEMENT AND EXECUTIVE DEVELOPMENT PROJECT (EMED)--FAO-5855-I-00-6020 JUNE 1, 1993-JULY 31, 1998 HUNGARY

The following report has been prepared upon completion of EMED project's Hungarian program carried out under USAID's Global Training for Development (GTD) and managed by World Learning in Hungary.

ABOUT THE PROJECT...

The EMED project has been funded through USAID's Bureau for Europe and New Independent States (ENI) to provide practical U.S. based management and professional training to owners and mid- to senior level managers of small and medium size enterprises (SMEs) in order to improve a range of skills including: marketing, management, quality control, human resource development, building business, commercial and professional contacts. In Hungary EMED has been offered to mostly individuals, but in the last two years of the reporting period small groups were appropriate, too. Over the course of the project period a total of 159 entrepreneurs received training under EMED including 47 women.

FIRST STEPS...

The EMED program's first phase started in Hungary as USAID's RITE project (Removal of Impediments To Trade Expansion) under Entrepreneurs International (EI) from June 1, 1993. RITE was a buy-in to USAID's core contract with PIET (Partners for International Education and Training), a joint venture of U.S. non-profit organizations, including World Learning, that has administered training programs for USAID since 1982.

In the short period of RITE project (5 months) 15 Hungarian entrepreneurs had training in the US and in their final evaluation, the majority of them commented their program as useful and recommendable to business colleagues.

" I learned in a very short time, in practice, what would have taken me a much longer time in school." Ms. Elizabeth Gesztesi(FY93), Owner of Ut Reklam Ltd., Hungary

Some examples of participants who have entered into tentative and actual trade agreements with their US hosts as a result of their programs:

- Mr. László Gattyán(FY93): possible joint venture and trade agreement with Texas Instruments to manufacture relays for refrigerator compressors in Jászberény, Hungary.
- Mr. Csaba Fodor(FY93): Trade and technological agreement with Berjé Inc. and ... to produce essential oils

ON THE WAY TO BECOMING MATURE...

The EMED program's second phase in Hungary covered the period from October 1, 1993 through September 30, 1996. The project remained a buy-in to PIET's core contract with USAID, but its name was changed to EMED. A no-cost extension continued the contract through July 31, 1997.

SOME CHANGES...

The most significant new development for the EMED program was its integration into USAID/Hungary's SME Strategic Frameworks.(see Attachment #1) Although a large number of individual participants had achieved results for their own businesses during the first two years, in FY96 EMED began to be linked to SO performance indicators as an SME SO team member and implementing partner. At that time PIET/Hungary was instrumental in the effort to redesign the EMED application form in order to be responsive to USAID's interest in including more candidates from business support organizations (Local Enterprise Agencies) and small business development centers.

In order to make measurement of impact and results of EMED training more effective, parallel changes were made in the EMED Impact Assessment Survey form, which was completed by the EMED participants six months after they returned. This was part of the **FOLLOW-UP/FOLLOW-ON ACTIVITIES** just like the form each participant completed right after their program ended evaluating their training program. The majority (approx. 70%) of the participants benefited from the one year membership offered and paid by EMED in U.S. business or professional associations.

MORE FOLLOW-ON...

Each year PIET/Hungary in conjunction with USAID organized Award Ceremonies to present EMED returnees with Certificates of Achievement. These ceremonies served also as good opportunities for the invitees to network and highlighted the success of EMED training.

Several vehicles were developed by PIET/Hungary to disseminate information on the EMED program. One was the EMED Newsletter which was sent to all returned participants as a networking and information tool. Another was inclusion of 5 Hungarian entrepreneurs in the Directory of Dynamic Entrepreneurs in Central and East Europe compiled by the European Foundation for Entrepreneurship Research (EFER).

Three editions of the EMED Participant Directory were produced in PIET's Washington office and distributed to each former participant and to USAID Missions in Central and Eastern Europe. The Directory was organized by country and by business field to enable participants to pursue networking opportunities with one another in the whole region. PIET/Hungary provided updated address and business data for each edition to insure accurate contact information.

ACCOMPLISHMENTS...

" I strongly believe that this program brings companies closer and has helped me establish personal contacts. I have gained a better understanding of the American society." Mr. László Szakáll(FY96), Owner of Xware Ltd. Miskolc, Hungary

Some examples of participants who have entered into tentative and actual trade agreements with their US hosts as a result of their programs:

- Mr. József Hauser(FY94): as a follow-up of his visit at GE-Lighting in Cleveland, Ohio technological developments and investments have been made at his company, Plastronic. Ltd. and they became a supplier of GE-Lighting Tungstram in Hungary.
- Mr. Attila Tóth(FY95): his company, Mellifera Ltd. set up a joint venture in the United States, Acacia Natural Inc., a firm to sell acacia honey products in the U.S.
- Mr. János Demeter(FY95): Soon after he returned he set up his own company named Trial masters Ltd. He visited Schering-Plough, an American company in the U.S. and they became his partner in doing clinical tests for pharmaceutical purposes.
- Mr. István Ecsédi(FY96): After he got trained at American Management Seminars, his company signed a contract with AMA to distribute one of their distant learning courses in Hungary.
- Mr. Benedek Kiss(FY97): During his program he visited Jantzen Inc. in Portland, Oregon and after he returned, his company, FESS Ltd. became a distributor for Jantzen's beachwear products. They currently discuss the possibility of a co-operation to manufacture Jantzen products in Hungary.

A SPECIAL SUCCESS TO KEEP THE MOMENTUM...

As part of a continuing effort to identify minority candidates for EMED PIET/Hungary was successful in recruiting through a women business association **Ms. Blanka Kozma** (FY97), the first female Roma EMED participant. Ms. Kozma is President of the Bokreta coop company, which coordinates 30 Roma businesses. She has also played an active role in government agencies and foundations which support business and civic opportunities for disadvantaged and handicapped Hungarians.

During her training Ms. Kozma was able to see the role that local and federal government agencies play in supporting minority businesses in the U.S. and she hoped to apply these models in Hungary. She submitted a draft paper to the Employment Committee of the Budapest City Council on affirmative action laws and practice she studied in the United States. The committee adopted a resolution to work out an action plan on this. Also the Equal Opportunity Secretariat of the Labour Ministry discussed this issue.

In co-operation with Women Studies Center and USAID sponsored Match Indiana University program at the Budapest University of Economics Ms. Kozma helped to organize a three day training course for women Roma entrepreneurs in April 1997 and another in January 1998.

As it was reported in a USAID/Hungary report based on a 1996 Survey of SME's involved in USAID programs, over the three-year period the Hungarian SME sector continued to demonstrate an ability to adapt to constraints and a changing environment. Statistics showed that EMED training programs contributed to this trend. (See Attachment # 5)

THE FINAL SCENE...

From the year 1997 USAID introduced the **Global Training for Development** contract to ensure a complete package of results-oriented training for development. The TRANSIT and EMED activities of the contract in Central and Eastern Europe were given to World Learning (the other members of PIET are now subcontractors to World Learning) to administer training programs that are cost-effective, appropriate to the intended stakeholders, and responsive to the Agency's strategic objectives.

During the EMED-GTD contract period in Hungary (August 1, 1997 - July 31, 1998) 39 participants were trained, 28 of them in 5 groups and 11 individual entrepreneurs. The number of women participants was 11 (28%); 72 % were from the countryside.

AGAIN SOME PROCEDURAL CHANGES...

To stimulate results under GTD participants were required to develop a preliminary **Action Plan** prior to their EMED training. Training providers helped participants to make necessary changes in the steps of the Plan as training progressed thereby finalizing a viable plan of action, which participants could implement upon their return home. Action plans were made usually for six months, indicating one or more goals with a strategy to achieve it and listing available/necessary resources.

USAID regulations require that a written statement be drawn up specifying the desired changes anticipated as a result of a training and the responsibilities of each stakeholder or person/organization that has a stake or interest in the training and application. This Training Agreement is called **Stakeholder's Agreement** and is signed by the participants, their supervisors, the USAID sponsoring unit and the WL field office.

AND STRATEGIC ADJUSTMENTS...

More emphasis were put on working with other technical assistance organizations on recruitment as well as the recruitment of more individuals and groups who are not necessarily entrepreneurs, but whose training, e.g. in non-subsidized microcredit, was designed to improve the environment in which SME's operate. This led to training policy makers and practitioners in microcredit lending for small businesses including a ministerial commissioner for SME-s, Ms. Anna Székács, the director of the Institute for Small Business Development, Mr. László Kállay, a member of the Board of the Hungarian Foundation for Enterprise Promotion, micro loan managers at LEA's, the State Foundation for Gypsies and bank credit officers.

They studied non-subsidized credits, group lending and credit monitoring systems in the United States at training providers such as FINCA, Shorebank, Accion Internacional, Working Capital etc.

Managers of small business development agencies mostly from the economically depressed eastern region of Hungary were also trained in groups in order to ensure a multiplier effect.

USAID/Hungary intended to achieve significant improvement in performance results, therefore EMED training was focused on performance results such as

- increased access of SME's to commercial banking services,
- improved access of SME's to market and technology information.

EXPECTED RESULTS VERSUS ACHIEVED RESULTS... (SEE ATTACHMENT # 2)

Most of the expected objectives in the EMED Scope of Work were met. However, taking into account changes and developments in the political and economic environment and in various other factors, results may have happened and will happen in a different way (sometimes spread to unexpectedly wide dimensions) than originally thought.

FOLLOW-ON ACTIVITIES...

Award Ceremony

On March 12, 1998 a joint TRANSIT/EMED certificate ceremony was held at the Hotel Astoria. Most of the invited participants, special invitees, advisors, ministry officials showed up. On behalf of the EMED participants Ms. Anna Székács, ministerial commissioner made a short speech highlighting the impact of her training program. Acting DCM of the U.S. Embassy handed over the certificates of achievement to EMED graduates.

Participant Directory

EMED participants returned in FY97 and FY98 were added and former participants' data were updated (based on the returned completed Impact Assessment Survey forms) in the above already mentioned Participant Directory. Printed versions of it will be sent to USAID/Hungary and the EMED Alumni Association soon. The Participant Directory data will be mailed to all former EMED participants on a computer diskette.

EMED Alumni Association

At the initiative of WL/Hungary 24 EMED former participants came together and decided to establish an EMED alumni association named: Magyarországi EMED Partnerek Klubja. In English: Hungarian EMED Partner Club. They adopted the Charter of the association with a few modifications. The objectives of the association include:

- Sustain the results of the EMED project by maintaining and developing contacts/business co-operation with US counterparts and with returned EMED participants of other Central and Eastern European countries.

- Seek ways to utilize and improve the knowledge and skills members obtained during their training program in the United States.
- Network with other members, other associations in country and abroad to exchange information, look for potential business partners.
- Get information about trade shows, exhibitions, industry specific business events, industry or market analyses, publications, directories.
- Organize regular members' meeting annually.
- Organize ad hoc gatherings.

Founders elected the leading officials of the association, which will soon be registered.

PTMS

Participant Training Management System (PTMS) is a computer-based software that tracks the process of selecting, funding, training, monitoring, repatriating and following up on each USAID Mission's training activities. WL/Hungary is responsible for entering and maintaining current and accurate data (including home addresses and employment information) of the administered projects like EMED through the length of the contract. A basic standard report of PTMS is enclosed with all former EMED participants in Hungary. (See attachment # 3)

TWO SUCCESS STORY HIGHLIGHTS TO HELP SUSTAINABILITY AND TO MAXIMIZE SPREAD EFFECT..

1. Ms. KATALIN BARTUNEK, owner and managing director, Silhouette Ltd., a fashion design company producing women garments, attended the International Forum on Strengthening Women's Business Organizations in September, 1997 in Washington, D.C. organized by the Center for International Private Enterprise. Ms. Bartunek was invited as member of the Hungarian Women World Banking Association. After the forum Ms. Bartunek's EMED training program focused on reorganization of an SME's distribution channel. She also studied fashion communication centers in the U.S. as she is about to set up one in Hungary.

After Ms. Bartunek returned home the Star Group selected and recognized her as one of the **Leading Women Entrepreneurs of the World** and she was given this most prestigious award at the Group's Second Annual Gala and Celebratory Events in April, 1998 in London. As a follow-up of this Ms. Bartunek attended the 3rd annual conference of the Euro-American Women Council in June, 1998 in Athens. Also as a follow-up Garrard's Jewellery Co. (one of the sponsors in London) agreed to display its collection at the annual summer Fashion Theatre Castle Plays in the Royal Palace of Gödöllő, which is traditionally organized by Silhouette Ltd.

On July 15, 1998 in Gödöllő city Ms. Bartunek in collaboration with the Pest county LEA organized a meeting to establish the Hungarian Women's Business Association in Pest county. Representatives of the European Union, Gödöllő municipality and director of CIPE/Hungary were invited. This will be an open organization, which will give an opportunity for members to network and to develop relationships with international women business institutions.

2. The 10 member **PANNON GROUP** from Győr-Sopron-Moson county in May 1998 went to the U.S. to study forestry, timber processing and production, use of by-products and alternative energy resources. Half of the group were owners and managers of wood utilization businesses, there were three professors from the Pannon Agricultural University and two managers from local SME supporting organizations. Auburn University in Alabama, who won the competition to become a training provider, designed and implemented a quality training program at a considerably low cost, which allowed WL to train two participants for one (taking the average EMED participant cost). Participants travelled throughout Alabama visiting national and state forests, as well as a number of furniture, lumber, pulp, plywood and paper mills.

Despite of the diversity of the group important linkages and contacts were made at university and industry level. A number of the participants showed great interest in developing collaborative projects with both Auburn and Alabama A&M Universities. The University of Sopron and Auburn University are in the process of establishing a formal Academic Interchange Agreement. The group gained a lot of experience from visiting tree nurseries and getting acquainted with the TREASURE forest concept for private land owners. Alabama forest owners plan to visit Hungary in 1999 for a Study Tour.

CONCLUSIONS, RECOMMENDATIONS, LESSONS LEARNED...

CONCLUSIONS...

The EMED program supported well USAID's re-engineering, as it developed from a training program which targeted the specific needs of individual entrepreneurs and became a project which offered training as one tool in support of USAID's goal to assist Hungary in transforming itself to a country with a market oriented and private sector-led economy. Results of the three EMED phases add up and can be measured in terms of an organizational change, an important step toward improved operations of SME's in Hungary. And this step is self-inducing, which will be followed by further steps toward sustained results.

EMED has proved to be a successful vehicle to increase the awareness of USAID's activities both in the United States and in the CEE Region. The high level of participant satisfaction has resulted in media attention before, during and after the training.

In case of future EMED program it is recommended to intensify linkages with other USAID programs as collaboration can reinforce the impact of the projects (see the example of FLAG in Bulgaria and Croatia.). A better integration of training with technical advising by USAID contractors would be beneficial. Same may be true for co-operation with other international organizations: the World Bank, IMF, EU, Phare etc.

RECOMMENDATIONS...

In terms of recruitment a special emphasis should be placed on identifying women and minority candidates with the help of business and professional associations. (See the enclosed list of organizations contacted by WL/Hungary; Attachment # 4) Returned EMED participants are excellent resources of future candidates. A good balance should be kept between candidates from the big cities and rural areas.

An efficient first screening of candidates can be done during the first interview with a candidate as it helps to determine if the applicant meets general program guidelines.

EMED training is most effective when participants have adequate English knowledge. If it is difficult to find English speaking candidates, it is then recommended to identify groups of non-English speakers with the same training needs and to provide an interpreter.

In CEE countries where the market economy is less developed, to avoid non-returnees, it is necessary to adequately assess nature of the candidate's personal stake in his/her company, which might require several site visit. Besides collecting information on the candidate's business, those enrich one's picture of the country's SME sector.

A modest contribution from the EMED participants toward the costs of the training program should be required (even in the case of less developed countries) as it increases the participant's responsibility and interest.

A thorough pre-departure orientation is needed, especially for those EMED participants, who are visiting the United States for the first time.

I would definitely recommend convincing participants to join professional associations in the U.S. and in their own country to increase the spread effect of their EMED training programs.

I trust WL will continue to use Sister City International, CIV, SBDC's, Goodwill Industry, United Way and others as training providers, since they show the good example set by not for profit voluntary organizations working for the benefit of the community. We should not just focus on immediate when looking at EMED in other countries. Training is a long term investment and results may take years to be observed. But EMED as an on-the-job training is very much to the point and it - like most training - stimulates the business sector in other countries, too. Concepts such as charitable support and volunteerism, innovation and decentralized management become popular and we believe, more widely used among business owners/managers trained under EMED than among those not participating in the program.

USAID/Hungary's SME Strategic Objectives

Strategic Objectives Statement		Performance Indicators
S.O. 1.3	Improved Operations of Small and Medium Sized Enterprises	Export/Sales - Profits before taxes of private domestic enterprises (PBT) **
Intermediate Results Statement		Performance Indicators
I.R. 1.3.1	Increased Access to Commercial Banking Services	Banking system credit to small enterprises
I.R. 1.3.1.1	Improved Presentation of SME Financial Information to Banks	Targeted firms with business plans Targeted firms which have applied for credit
I.R. 1.3.1.2	Improved Review of SME Financial Information by Banks	SME Loans in Default Loans extended to SMEs by OTP
I.R. 1.3.2	Improved Access to Market and Technology Information	Users of sponsored Database Facilities
I.R. 1.3.2.1	Increased Access to Internet Services	Users of Internet in LEAs
I.R. 1.3.2.2	Increased Access to Database Facilities	Users of information in MATCH outreach program Users of agriculture information systems
I.R. 1.3.3	Improved Business Systems Developed and in Place	Targeted firms with marketing managers Targeted firms with computerized accounting Targeted firms with business plans
I.R. 1.3.3.1	Local Support Org. Provide Increased Services and Disseminate Information	Local consultations to SMEs
I.R. 1.3.3.2	National Education System Institutionalizes Business and Management Education	Institutions with undergraduate degrees in business Institutions offering MBA degrees Students studying Total Quality Management
1.3.4	More Rational Tax Structure for SMEs	Taxable business profits
I.R. 1.3.4.1	Payroll Contributions Reduced	Legislation Introduced
I.R. 1.3.4.2	Harmonization of Tax Structures with Western Europe	Opinion survey

**EXPECTED RESULTS VERSUS ACHIEVED RESULTS.
(ATTACHMENT #2)**

Expected results (EMED SOW)	Achievements
EMED participants should be an owner or senior level manager of SME and/or be a member of an organization supporting SMEs.	Achieved
EMED participants should represent firms in sectors that are priority with the U.S. Mission country strategy.	Achieved
EMED participants should have the ability and authority to implement EMED lessons learned and have good speaking ability and comprehension of the English language.	Achieved
Identify and secure escort interpreters to be funded for EMED participants on a limited and special basis.	Achieved
Placements should enable participants to improve management/technical capability in their fields of expertise and to foster opportunities for long term professional and commercial relationships.	Achieved
Prepare and issue Certificates of Completion/Achievement to EMED program graduates. Joint TRANSIT/EMED Certificate Ceremony in March 1998 and another planned for September 1998.	Achieved
Work with EMED participants to develop stakeholder agreement and Action Plans.	Achieved
In coordination with USAID develop and implement a follow-on plan to conduct follow-on activities with participants.	Achieved

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<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
ADAMNE, SZUCS, MARIA	02/08/58	F	INWEST MARKETING BT. ALKONY U. 72. KECSKEMET HUNGARY 6000 76/482-759	INWEST MARKETING BT.	SALES MANAGER
ANDO, AGNES✓	11/17/63	F	SZABO PAL TER 1. BEKESCSABA HUNGARY 5600 66/445-530	CREDIT LTD.	MANAGER
ANISICS, ERNO	07/11/40	M	TEREZ KRT. 21. BUDAPEST HUNGARY 1067 153-1875	ANISICS LEATHER GOODS	OWNER
ARANY-TOTH, MARIANN	06/08/73	F	HORWATH CONSULTING PAULAY EDE U. 13. BUDAPEST HUNGARY 1061 268-0227		
BAJTEK, GYONGYVER	02/09/64	F	FESZTY ARPAD U. 2. BUDAPEST HUNGARY 1013 156-9625	M MERNOKI IRODA	MANAGING DIRECTOR
BALOGH, GABRIELLA	03/08/66	F	SZARVAS U. 38. NYIREGYHAZA HUNGARY 4400 42/314-676	COUNTY DEV. AG. SZAB-SZAT-BER.	DIRECTOR
BALOGH, LASZLO	06/16/49	M	KALVARIA SOR 65-67. SAS U. 1/6. SZEGED HUNGARY 6726 62/321-140	TECHNOFLEX LTD.	DIRECTOR
BALOGH, ZOLTAN	12/01/70	M	VAROSMAJOR U. 32/C. BUDAPEST HUNGARY 1122 132-2300	MEDIA L.E.D. CO. LTD.	SENIOR MANAGER
BARDOS, ISTVAN	08/05/49	M	SZERVIZ TRAVEL AGENCY ARANY J. UTCA 4. MISKOLC HUNGARY 3530 46 340 560	SZERVIZ IRODA TRAVEL AGENCY	MANAGER
BARTOK, KAROLY	01/19/57	M	MARTIROK TERE 9. NYIREGYHAZA HUNGARY 4400 42/315-604	ELECTRONICAL & COMMERCIAL LTD.	Managing Director
BARTUNEK, KATALIN	10/01/52	F	JASZ U. 71. BUDAPEST HUNGARY 1135 270-2092	SILHOUETTE KFT.	MANAGING DIRECTOR
BELHAZY, MIKLOS	01/09/45	M	EGRI U. 26. BALATONFENYVES HUNGARY 86	BELHAZY TECHN. TRADE COMPANY	OWNER
BENES, BEATA	10/03/96	F	ISTVAN U. 147. DEBRECEN HUNGARY 4031 52/326-630	DEST	SALES MANAGER
BESZTERCZEY, GABOR	11/23/55	M	KELETI KAROLY U. 42/A. BUDAPEST HUNGARY 1024 212-1313	2002 LTD.	MANAGER
BIRO, IMRE	07/10/34	M	TERSTYANSZKY U. 89. SOLYMAR HUNGARY 2083 26/360-399	PEMUCO CO.	
BLAHO, JUDIT	12/15/56	F	KISROKUS U. 15/A. BUDAPEST HUNGARY 1024 212-2232	NEW INSTANT	MANAGING DIRECTOR
BODNAR, TIBOR	03/23/54	M	DOBO TER 6/A EGER HUNGARY 3300 36/410-724	LEA OF HEVES COUNTY	SMALL BUSINESS DEV. MANAGER

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<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
S. TAMAS	03/11/59	M	SZABADKAI U. 2. KECSKEMET HUNGARY 6000 76/329-808	TOMKER LTD.	MANAGING DIRECTOR & OWNER
ANYI, ISTVAN	07/13/56	M	PRO 2000 LTD. ALADAR U. 2/A III/1. BUDAPEST HUNGARY 1016 175-1389	PRO 2000 LTD.	GENERAL MANAGER
PCS, ISTVAN	10/24/53	M	SURANYI UT 23. PECS HUNGARY 7625 72/331-078	BARANYA COUNTY CHAMBER OF COMM	MANAGING DIRECTOR
US, JUDIT	08/28/56	F	ATTILA UT 79. BUDAPEST HUNGARY 1012 202-3147	BALASSI PUBLISHING HOUSE	COPYRIGHT MANAGER
EE, GABOR	03/21/64	M	AUGUSZ I. U. 1-3. SZEKSZARD HUNGARY 7100 74/319-166	LEA OF TOLNA COUNTY	MANAGING DIRECTOR
TA, ILONA CSUKA	05/17/52	F	IRANYI U. 1. BUDAPEST HUNGARY 1056 266-0780	INTERPRESS E. LTD.	MANAGING DIRECTOR
ERNER, AGNES	08/07/70	F	JUTAI U. 50. KAPOSVAR HUNGARY 7400 82/311-408	INTER TRADE AGRO STOCK CO.	SALES MANAGER
AK, ZOLTAN	08/11/59	M	UJSZOLO U. 98. NYIREGYHAZA HUNGARY 4400 42/435-636	COUNTY DEV. AG. SZAB-SZAT-BER.	DIRECTOR
ANYI, CSABA	11/10/69	M	BATHORY U. 13/B BUDAPEST HUNGARY 1205 285-1665	CSANYI & CSANYI LTD.	MARKETING DIRECTOR
OTONI, CSABA	12/11/59	M	TERRAMED BT KOCAS UTCA 34. GYONGYOS HUNGARY 3200 37 313 030	TERRAMED BT	MANAGING DIRECTOR
AKO, GYORGY	12/17/49	M	NAGY I.U. 148 PECS HUNGARY 7632 36/72-444-	SCARABEUS CO. LTD.	MANAGING DIRECTOR
ROZSY, FERENC	06/09/62	M	SZILUETT ADONI LTD. AKACFA U. 5. BUDAPEST HUNGARY 1072 121-2500	SZILUETT ADONI LTD.	MANAGER
ESAK, LAJOS	06/22/51	M	NADOR U. 32. BUDAPEST HUNGARY 1051 111-2895	FORKA LTD.	GENERAL MANAGER
METER-VODNAR, JANOS	10/21/56	M	ZSIRAY M. U. 1. VI/60. BUDAPEST HUNGARY 1038 ---	VEPEX CONSULTING LTD.	REGULATORY AFFAIRS MANAGER
SEDI, ISTVAN	08/16/61	M	SAMLING LTD. FRANKEL L. U. 9. BUDAPEST HUNGARY 1027 212-4412	SAMLING LTD.	MANAGING DIRECTOR
CCS, MARTA	03/12/65	F	GESZTENYES KRT. 70/A SOPRON HUNGARY 9400 99/331-190	EDOCS GLASS DESIGN	Executive Officer
EROR, GABOR	04/06/50	M	GYORSKOCSI U. 5-7.	OMEX LTD	

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<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
HARS, VERONIKA MARIA	11/26/51	F	DERI MIKSA U. 6. I. 6. BUDAPEST HUNGARY 1084 133-1478	HARS & CO.	MANAGING DIRECTOR
H. R. JOZSEF	05/11/68	M	DOZSA GYORGY U. 19. SARKESZI HUNGARY 8144 22/446-724	NIT-HUNGARY LTD.	MANAGING DIRECTOR
HEBERT, DANIEL	07/17/52	M	TRACO LTD. VACI UT 18. BUDAPEST HUNGARY 1137 269-3006	TRACO LTD.	MANAGING DIRECTOR
HOFFER, ISTVAN	07/15/56	M	SAME AS PERSONAL	C+H LTD.	MANAGING DIRECTOR
HORVATH, ESZTER	02/03/73	F	FUZFA SCR 25. SOPRON HUNGARY 9400 99/312-292	FREZIA CO. LTD.	COORDINATOR
HORVATH, TAMAS	10/17/74	M	ZRINYI U. 53/B III/19. GYOR HUNGARY 9024 96/429-881	HORVATH TAMAS SOLE PROPRIETOR	OWNER
HUBER, KAROLY	05/05/47	M	HONVED U. 1. SOPRON HUNGARY 9400 99/312-080	EXPERIMENTAL FORESTRY MGMT.SH.	COMMERCIAL MANAGER
HUSZTY, GABOR	08/03/52	M	ENTEL GUTENBERG TER 2. BUDAPEST HUNGARY 1088 138-1613	ENTEL TELECOMMUNICATIONS	MANAGING DIRECTOR
ILLES, ROBERT	09/16/71	M	DOB U. 52. II/6. BUDAPEST HUNGARY 1072 321-5984	STATE FOUND. FOR GIPSIES	PROGRAM MANAGER
AN ANDRAS, TIBORNE	02/27/57	F	RAKOCZI UT 25. SZEKESFEHERVAR HUNGARY 80 22/318-010		
JASZAI, MENYHERT	09/28/63	M	VIZ U. 21/B BUDAPEST HUNGARY 4400 42/414-188	PRIMOM FOUNDATION	DIRECTOR
KACZ, KAROLY	03/13/42	M	VAR U. 2. MOSONMAGYAROVAR HUNGARY 9 96/215-911	PANNON AGRICULTURAL UNIVERSITY	ASSOCIATE PROFESSOR
KADAR, TIHAMER	06/21/56	M	TRAINING CENTRE FOR MANPOWER SZECHENYI U. 13. NYIREGYHAZA HUNGARY 4400 42/315-025		
KALLAY, LASZLO	03/16/56	M	MARGIT KRT. 85. BUDAPEST HUNGARY 1024 155-6737	INSTIT. FOR SMALL BUSINESS DEV	DIRECTOR
KEGLOVICH, ISTVAN	03/11/64	M	SZENT GYORGY U. 16. SOPRON HUNGARY 9400 99/340-220	KISALFOLD FOUND. FOR ENT. PROM	OFFICE MANAGER
KEREKES, LAJOS	11/05/56	M	COOPTIM PETOFI S. U. 21 DIOSD HUNGARY 2049 23/382-431	COOPTIM INDUSTRIAL LTD.	
KEREPESZKI, ISTVAN	09/03/51	M	KOSSUTH L. U. 18. SZOT.NOK HUNGARY 5000	PINTER ES TSA	SALES MANAGER

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<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
KERY, FERENC	07/06/57	M	ORMOS E U. 13. V/28. HODMEZOVASARHELY HUNGARY 62/342-497	SPEKTRUM SOFTWARE	MANAGER
K. BELA	03/09/68	M	SZARVAS U. 38. NYIREGYHAZA HUNGARY 4400 42/314-676	COUNTY DEV. AG. SZAB-SZAT-BER.	DIRECTOR
KISBAN, MARIA	11/11/43	F	GARAS U. 5. BUDAPEST HUNGARY 1026 214-3627	KISBAN ASSOCIATION ARCHITECT	MANAGER
KISS, BENEDEK	07/08/70	M	FUREDI U. 44. DEBRECEN HUNGARY 4027 52/444-762	FESS SPORTSWEAR	EXPORT MANAGER
KOCSIS, ISTVAN	02/02/66	M	ERZSEBET U. 18. GYORUJBARAT HUNGARY 9081 96/355-729	SOLE PROPRIETOR	OWNER
KONTRA, LEVENTE	07/12/56	M	KISS J. U. 11. SZOLNOK HUNGARY 5008 56/423-134	METAL & WOOD PROCESSING DEP.CO	TECHNICAL MANAGER
KOPENCZEI, ISTVAN	12/18/63	M	LEA OF TOLNA COUNTY AUGUSZ I. U. 1-3. SZEKSZARD HUNGARY 7100 74/319-166	LEA OF TOLNA COUNTY	EXECUTIVE DEV. DIRECTOR
KOVACS I., PETER	03/16/67	M	FRANKEL LEO U. 26. BUDAPEST HUNGARY 1027 325-0745	WORLD-WIDE TELECOM	C.E.O.
KOVACS II., PETER	01/28/49	M	VAROSHATZER 3. KOMLO HUNGARY 7300 72/482-417	KOMLO REGIONAL DEV. AGENCY	
KOVARI, ANTAL	08/10/46	M	EPITOK U. 2. CELLDOMOLK HUNGARY 9500 06/60 376-	MUSZAKI IPARI SZOVETKEZET	PRESIDENT
KOVARI, TIBOR	10/10/68	M	BEBO K. U. 12 III/15. BUDAPEST HUNGARY 1038 180-2834		
KOZMA, BLANKA	07/16/57	F	NAGY IGNAC U. 19/A BUDAPEST HUNGARY 1055 111-7594	BOKRETA CORPORATION	MANAGER
KREITL, PETER	11/30/70	M	REGIONAL CENTRE FOR DEV. & RETRAINING OF MANPOWER Seregelyesi Ut 123. SZEKESFEHERVAR HUNGARY 80 22/310-308		
KUCSERA, MIHALY	09/29/62	M	KINIZSI U. 5. BEKESCSABA HUNGARY 5600 66/442-520		
KUN, DEZSO	11/17/52	M	BUZAVIRAG U. 43. KECSKEMET HUNGARY 6000	DERNOFRUCT LTD. CO.	EXPORT-IMPORT MANAGER
KUTENICS, GABOR	08/02/50	M	REVAI U. 3. TATA HUNGARY 2890 36/34 383-	KUTENICS LTD.	MANAGER
KVINTOVICS, PAL	11/02/48	M	EGYETEM U. 8. VESZPREM HUNGARY 8201 88/420-613	BIOTREND LTD.	OWNER
LACZA, MARIA	08/16/70	F	REPULOTERI UT 13-15. MISKOLC HUNGARY 3526	T HUMAN LTD.	MANAGING DIRECTOR

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<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
LAKATOS, GEZA	05/19/57	M	MATYAS KIRALY TER 6/A. BUDAPEST HUNGARY 1165 271-3923	VIZUAL LTD.	DIRECTOR
LEHEL, TAMAS	06/20/49	M	TIBORC U. 52. PECS HUNGARY 7624 06/30 467-	HEVA LTD.	MANAGER
LIBETI, GYORGY	09/05/56	M	SZERUSKERT U. 31. BUDAPEST HUNGARY 1033	LILIFO LTD.	MANAGING DIRECTOR
LIPTAY, EVA	09/28/71	F	RAKOCZI UT 36. SALGOTARJAN HUNGARY 3100 32/31-641	FOUND F ENTERPRISE PROM NOGRAD	PROJECT MANAGER
LIPTAY, GABRIELLA	08/12/63	F	ZSIGMONDI VILMOS U. 17. BUDAPEST HUNGARY 1121 30/494-839	SZEZAM ADVERTISING & PR AGENCY	ACCOUNT EXECUTIVE
MARJALAKI, LASZLO	05/27/50	M	BIHARI UT 1. MISKOLC HUNGARY 3530 46/352-641	FARAO 2000 LTD.	MANAGING DIRECTOR
MAROSVOLGYI, BELA	09/18/42	M	TEMETO U. 56. KOPHAZA HUNGARY 9495	HOME-TEC LTD.	OWNER
MAYER, ROBERT	04/04/61	M	ZSAMBOKRETI SOR 1/A SZEGED HUNGARY 6728 62/314-494	MEDIKEMIA	EXPORT AND MARKETING ADVISOR
MERKEL, SZILVIA ✓	07/16/64	F	BAJZA U. 31. BUDAPEST HUNGARY 1062 342-3717	FOUND. FOR ENTERPRISE PROM.	FINANCIAL MANAGER
MERKER, VIKTOR	10/12/55	M	KANIZSAI U. 41. IV. 1. BUDAPEST HUNGARY 1114 20/352-225		
MESZAROS, SANDOR	12/27/56	M	HUNYADI UT 12. PASZTO HUNGARY 3060 32/460-155	FOUND F ENTERPRISE PROM NOGRAD	MANAGING DIRECTOR
MESZAROS, ZOLTAN	07/15/61	M	BUDA CENTER CSALOGANY U. 23. BUDAPEST HUNGARY 1027 201-6333	BUDA CENTER	HOTEL MANAGER
MOLNAR, ANDRAS	11/03/69	M	EGRESSY U. 1. KAZINBARCIKA HUNGARY 3700 48/310-244	PROSPERITAS FOUND.	PROGRAM MANAGER
MOLNAR, NELLY	08/29/58	F	FUFZAS KOZ 3. KECSKEMET HUNGARY 6000 76-482-233	FORD SZALAY AUTOHAZ	
NAGY, AKOS	02/27/42	M	HUNOR U. 55. BUDAPEST HUNGARY 1037 250-7016	INSTIT. FOR SMALL BUSINESS DEV	DIRECTOR
NAGY, PAL GEZA	10/28/45	M	CZIRAKY U. 26-32. BUDAPEST HUNGARY 1163 163-2609	AUTER ELECTRONICS LTD.	MANAGING DIRECTOR
NEMENYI, MIKLOS	04/07/47	M	VAR U. 2. MOSONMAGYAROVAR HUNGARY 9 96/215-911	PANNON AGRICULTURAL UNIVERSITY	PROFESSOR
OLAH GABORNE, ZSUZSA	08/21/40	F	VEPEX CONSULTING LTD. NAGYAJTAI U. 2/B BUDAPEST HUNGARY 1026 202-2538	VEPEX CONSULTING LTD.	MANAGING DIRECTOR

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<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
ELLAR, PETER	09/05/49	M	OVM SZARVASI U. 8. OROSHAZA HUNGARY 5900 68/311-232	OVM VAS MUANYAG IPARSZOVETSEG	COMMERCIAL MANAGER
ETROVSZKY, ISTVAN	01/29/62	M	KURUCLESI UT 42. BUDAPEST HUNGARY 1021 06/20 350	PRIMUS-NET LTD.	EXECUTIVE DIRECTOR
FALFI, SANDOR	10/25/53	M	TABORHEGYI UT 27. BUDAPEST HUNGARY 1037 250-4606	EASTGLOBE	MANAGING DIRECTOR
FAPP, TIBOR	05/05/60	M	SULYOK U. 4. BUDAPEST HUNGARY 1031 180-3143	SZAMALK SYSTEMHOUSE LTD.	PR DIRECTOR
FENCZ, MIHALY	01/08/60	M	SZENT ISTVAN TER 9. SIKLOS HUNGARY 7800 72/352-308	SIKLOSI LANC KFT.	SENIOR MANAGER
FISZKER, ISTVAN	05/13/57	M	PALOTAI UT 5. SZEKESFEHERVAR HUNGARY 80 22/333-118	VIDIKON CO. LTD.	SALES MANAGER
FODER, MARGIT	11/08/96	F	SZEKELY BERTALAN UT 18. PECS HUNGARY 7624 72/316-202	BARANYA COUNTY CHAMBER OF COMM	INFORMATION MANAGER
FOTOR, ZOLTAN	06/25/62	M	VASMU TER 1. DUNAUJVAROS HUNGARY 2401 25/382-040	DUNAFERR DESIGNING & ENGINEER.	MARKETING MANAGER
FUSKAS, ATTILA	07/12/58	M	VILLAM U. 2/B BUDAPEST HUNGARY 1089 30/524-912	VIDIKON CO. LTD.	SALES MANAGER
RAKOCZI, PIROSKA	07/24/65	F	IRINYI JOZSEF UTCA 28/B. BUDAPEST HUNGARY 1117	PHOROS LTD.PRTNRSHIP	DIRECTOR
RIGLER, ISTVAN	05/23/55	M	MUNKACSY UT 11. SZEKSZARD HUNGARY 7100 36/74-319-	ALISCA PATENT CO.	PRESIDENT
RCKA, LASZLO	02/18/59	M	SZARVAS U. 8. NYIREGYHAZA HUNGARY 4400 42/314-676	COUNTY DEV. AG. SZAB-SZAT-BER.	DIRECTOR
POZMAN, RICHARD	10/18/67	M	FO TER 4. TATABANYA HUNGARY 2800 34/311-662	LOCAL ENTERPR.AGENCY,TATABANYA	TRAINING MANAGER
SALAMON, ENDRE	08/29/55	M	IFJUMUNKAS UT 16. TATABANYA HUNGARY 2800 36/34-331-	SALAMON LTD.	MANAGER
SALAMON, LAJOS	12/29/41	M	VAR U. 2. MOSONMAGYAROVAR HUNGARY 9 96/215-911	PANNON AGRICULTURAL UNIVERSITY	PROFESSOR
SARKANY, MARTA	12/08/58	F	LAGYMANYOSI U. 14. BUDAPEST HUNGARY 1111 30/422-737	SARKANY LTD.	MANAGING DIRECTOR
SCHUTT, MARGIT	10/06/56	F	S.M. CONSULTING LTD. HAROS U. 143. BUDAPEST HUNGARY 1222 226-3128	S.M. CONSULTING LTD.	ADVISOR
SIPOS, JOZSEF	09/25/56	M	RAKOCZI U. 24-26. PECS HUNGARY 7623 72/324-876		

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<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
BOLYOM, PETERNE	10/25/50	F	COOPTIM PETOFI S. U. 21 DIOSD HUNGARY 2049 23/382-431	COOPTIM INDUSTRIAL LTD.	
BULE, PETER	10/05/53	M	BUDAPEST ENTERPRISE AGENCY RAKOCZI UT 13. BUDAPEST HUNGARY 1070 342-2324	BUDAPEST ENTERPRISE AGENCY	PROJECT MANAGER
SZABO, BALACS	06/09/53	M	BATTHYANY U. 36. ZALASZENTGROT HUNGARY 379 33/360-384	FARMKEMI BT.	MANAGER
SZABO, JANOS	06/17/57	M	CONTRIN U. RAJKA HUNGARY 9224 96/222-103	EURO PALLETEN INDUSTRIE	TECHNICAL MANAGER
SZABO, MAGDOLNA	12/26/71	F	GREFF ELECTRONIC SERVICE BANK U. 1. BUDAPEST HUNGARY 1054 133-4984	GREFF ELECTRONIC SERVICE	MANAGER ASSISTANT
SZABONE, TORO, JUDIT	03/27/68	F	NASS LTD. ISTVAN KIR. KRT. 19. KECSKEMET HUNGARY 6000 76/481-688	NASS LTD.	MARKETING MANAGER
SZAKAL, LASZLO	03/20/62	M	AULICH U. 26. MISKOLC HUNGARY 3529 46/362-299	KWARE BT.	MANAGER
SZATHMARY, ISTVAN	06/07/46	M	KRESZ GEZA U. 44. BUDAPEST HUNGARY 1132 465-5000	FOUND F ENTERPRISE FROM NOGRAD	MANAGING DIRECTOR
SZEXACS, ANNA	11/06/46	F	JOZSEF NADOR TER 2-4. PENZUGYMINISZTERIUM BUDAPEST HUNGARY 1051 327-2690	PENZUGYMINISZTERIUM	MINISTERIAL COMMISSIONER
SZIGETI, ANNA	01/12/54	F		CREAGENT LTD.	OWNER, PRESIDENT
SZIGETVARI, AGNES	10/21/50	F	HUVOSVOLGYI UT 81. BUDAPEST HUNGARY 1021 274-2607	FAMILY BUSINESS HOUSE	GENERAL MANAGER
SZTANKO, JANOS	07/16/64	M	KETEGYHAZI U. 3. BEKESCSABA HUNGARY 5600 66/442-720	SMALL BUSINESS CENTER OF BEKES	MANAGING DIRECTOR
SZUCS, GABOR	07/31/68	M	ESZTERGAR L. U. 19. PECS HUNGARY 7633 72/256-044	BOTOND LTD.	MARKETING MANAGER
TAKACS, TUNDE	01/30/46	F	KOZTARSASAG UT 17. ZALAEGERSZEG HUNGARY 8900 92/316-033	ZALA COUNTY FOUND. FOR ENT.PR.	INFORMATION MANAGER
TALLIAN, ERZSEBET	09/06/52	F		ANACONDA COSMETICS LTD.	FOREIGN TRADE MANAGER
TAMAS, TIBOR	05/02/61	M	PAULER U. 11. BUDAPEST HUNGARY 1013 212-2194	POSTABANK SECURITIES	INVESTMENT DIRECTOR
TATAI, MARIA	09/07/52	F	BARTFAI U. 8/A BUDAPEST HUNGARY 1119 203-5237	MARTON LTD.	ARCHITECT MANAGER
TIBOR	01/13/53	M	FELSO ZOLDMALI UT 128-130	GEOMETRIA GIS SYSTEM HOUSE LTD	VICE PRESIDENT

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<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
DIBOR, AGNES	07/18/47	F	FOVAM TER 8. BUDAPEST HUNGARY 1093	INSTIT. FOR SMALL BUSINESS DEV	DIRECTOR
DIMAR, ERZSEBET	03/30/55	F	LABORC U. 32/B. BUDAPEST HUNGARY 1037 388-6449	ABN AMRO BANK CEE COLLEGE	EXPERT
DOROK, BETRA	10/25/72	F	MEZO IMRE U. 3. VARPALOTA HUNGARY 3100 88/371-330		
DOTH, ATTILA	11/14/55	M	MELLIFERA LTD. TESSEDIK SAMUEL U. 4. GODOLLO HUNGARY 2100 28/320-058	MELLIFERA LTD.	MARKETING MANAGER
TURMEZEI, JANOS	08/11/44	M	MISKOLCI VASIPARI SZOV. PF.: 147. MISKOLC HUNGARY 3501 46/346-423	MISKOLCI VASIPARI SZOVETKEZET	CHIEF ENGINEER
VAJER, JANOS	01/15/57	M	FEHERVARI U. 17. PAKS HUNGARY 7030 75/313-783	TAILOR TANODA	
VANYAI, GUSZTAV	08/27/64	M	DEREK U. 123. DEBRECEN HUNGARY 4031 52/447-301	SBDC DEBRECEN	COUNSELOR
VARGA, BALINT	06/13/70	M	MIKLOS U. 3. VESZPREM HUNGARY 8200 98/328-437	RIPS & ROPS LTD.	DIRECTOR
VARGA-OTVOS, BELA	08/08/55	M	PANNONIA U. 25. BUDAPEST HUNGARY 1136 120-0198	ERTEKTERKEP	MANAGING DIRECTOR
VU, AKOS	12/10/63	M	KONSTANTIN U. 34. SZOLNOK HUNGARY 5000 30/582-041	C & L INTERFLORA LTD.	MANAGING DIRECTOR
VARSZEGI, GYORGY	03/28/60	M	RECOGNITA CORP. MARVANY U. 17. BUDAPEST HUNGARY 1012 156-3211/2	RECOGNITA CORP.	DIRECTOR
VEKONY, LASZLO	05/21/46	M	MIKSZATH K.U.10/1. KAPOSVAR HUNGARY 7400 92/312-615	LOCAL GOVERNMENT OF SOMOGY	PROJECT MANAGER
VIDA, PAL	03/16/48	M	KATONA J. U. 16. P.O. BOX 77 TATA HUNGARY 2890 34-384-523	KNOW-HOW CO. LTD.	PRESIDENT
VOLENSZKY, ORSOLYA	07/05/74	F	RAKOCZI F. UT 58. PILISMAROT HUNGARY 2028	VISEGRADI FAIPARI COOP.	CHIEF ACCOUNTANT
WAGNER, DEZSO	02/17/60	M	PLATANFA U. 34/A BAJA HUNGARY 6500 79/322-351	GARAFARM LTD.	TRADE MANAGER
WAKARIAS, ISTVAN	06/27/54	M	FALK MIKSA U. 16. BUDAPEST HUNGARY 1055 112-1707	ETNOFON BT.	CO-OWNER
WSAMBOKI, PAL	03/04/55	M	MINDSZENT TER 1. MISKOLC HUNGARY 3530 46/510-332	RAKOCZI REGIONAL DEV. BANK	CREDIT OFFICER
WSIGA, FERENC	03/03/69	M	MADACH IMRE U. 11.	EUROGUIDE LTD.	DEPUTY MANAGER DIRECTOR

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<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
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**ORGANIZATIONS CONTACTED BY PIET/WL/HUNGARY
FOR RITE/EMED**

- United States Agency for International Development (USAID) in Hungary
- American Chamber of Commerce in Hungary
- Peace Corps Hungary (closed in 1996)
- Hungarian-American Enterprise Fund
- Hungarian Foundation for Enterprise Promotion
Magyar Vállalkozásfejlesztési Alapítvány (MVA)
- Local Enterprise Agency network
Szabolcs-Szatmár-Bereg County, Nyíregyháza
Komárom County, Tatabánya
Baranya County, Pécs
Győr-Moson-Sopron County, Győr
Zemplén County
Békés County, Békéscsaba
Jász-Nagykun-Szolnok County, Szolnok
Heves County, Eger
Nógrád County, Salgótarján
Bács-Kiskun County, Kecskemét
- Small Business Development Centre (US Congressionally founded SBDC)
in Pécs city
in Debrecen city
- Soros Foundation in Hungary
- International Executive Service Corps (IESC) in Hungary
- Centre for International Private Enterprise (CIPE) in Hungary
- Globe Info Foundation
- Center for Private Enterprise Development (Suny Center)
- Business Basics Foundation (formerly B'nai B'rith)
- Citizens Democracy Corps (CDC), currently not operating in Hungary
- National Association of Economists (Magyar Közgazdasági Társaság)
- Industrial Association (Iparszövetség formerly OKISZ)

- Chamber of Commerce and Industry
(Magyar Ipari és Kereskedelmi Kamara)
in Budapest
in Baranya County
in Borsod-Abaúj-Zemplén County
- Agricultural Cooperative Development International (ACDI)
- Volunteers in Overseas Cooperative Assistance (VOCA)
- Federal Chamber of Technical and Scientific Societies
Műszaki és Természettudományi Egyesületek Szövetségi Kamarája
(MTESZ)
- Progress Foundation
Csongrád County Local Enterprise Agency (LEA)
- Somogy County Enterprise Center
- Financial Services Volunteer Corps (FSVC)
- SEED Foundation (SEED Alapítvány)
- Land O'Lakes (LOL) in Hungary
- MBA Enterprise Corps in Hungary
- Strategic Corporate Resources
- National Federation of Consumer and Marketing Cooperatives
Általános Fogyasztási és Értékesítési Szövetkezetek Országos
Szövetsége (ÁFEOSZ)
- Women's Studies Centre
- Association of Hungarian Business Women
Vállalkozó Nők Magyarországi Egyesülete
Disbanded in September 1995.
- Dr. István Szent-Iványi
Országgyűlési Képviselő (MP)
- Ms. Gabriella Selmeczi
Országgyűlési Képviselő (MP)
She is member of committees: Public Administration and Local
Government Committee, Public Welfare and Public Health Committee
- Dr. Tibor Soós
General Director of the Parliament (A Parlament Titkárságának Vezetője)

- PRIMOM Foundation
Nyíregyháza, Szabolcs-Szatmár-Bereg County
- Hungarian National Incubator Association
- International City/County Management Association (ICMA) in Hungary
- State Foundation for Gypsies in Hungary
- Institute for Small Business Development
- Share-Participation Foundation (Employer's Share Ownership Program)

#	Last name	First name	Company name	Number of Employees		Annual Sales/Income (\$)		Value
				Then	Now	Then	Now	
1	Földes	Zsuzsa	Lehoczky-Földes-Kövári Law Off.	5	5	133,357	174,346	
2	Bárdos	István	Service Office Travel Agency	3		311,166		
3	Kövári	Tibor	Glob Info Foundation	3		-		-
4	Erdeiné H.	Klára	Reginnov Tanácsadó Iroda	5	3	-	2,500	-
5	Kreidl	Péter	Glob Info Found.	70		-		-
6	Kádár	Tihamér	Training Center for Manpower Dev.	34		-		-
7	Török	Petra		1		-		-
8	Oláh	Zsuzsa	Vepex Consulting Ltd.	5	5	195,590	200,000	
9	Ollár	Péter	OVM Vas Műanyag ISZ	250	250	2,744,318	5,000,000	
10	Czakó	György	Scarabeus Ltd.	8		142,247		
11	Tóth	Attila	Mellifera Ltd.	7	7	3,100,000	6,000,000	
12	Lakatos	Géza	Visual Ltd.	28	32	1,200,000	1,900,000	
13	Volenszky	Orsolya	Visegrádi Faipari Szövetkezet	71	51	746,799	1,071,000	
14	Anisics	Ernő		1	30	62,233	700,000	
15	Rigler	István	Alisca Patent Co.	20		889,046		
16	Osztrovszky	István	Primus-NetLtd. CHANGED	10	4	329,000	250,000	
17	Papp	Tibor	Számalk Systemhouse	400	300	18,000,000	20,000,000	1
18	Varga	Bálint	Rips&Rops Ltd.	3		40,007		
19	Szabóné T.	Judit	Nass Ltd.	100		4,000,000		
20	Demeter	János	Vepex CHANGED	5	3	181,187	70,000	
21	Tallián	Erzsébet	Caola	58		1,955,903		-
22	Gulyás	Csaba	DEFÉM	61	57	715,087	200,000	
23	Schütt	Margit	Financial Tax and Legal Consult. Ltd.	1		27,628		
24	Ványai	Gusztáv		2 + 8 seasonal	4	55,000	40,000	
25	Borsós	István	Chamber of comm./Baranya county	20	18	-	350,000	-
26	Daróczy	Ferenc	Szillett Adoni Ltd.	17		252,975		
27	Sólyom	Éva	Cooptim	47	63	2,100,000	3,000,000	
28	Kerekes	Lajos	Cooptim	47	63	2,100,000	3,000,000	
29	Ádámné Sz.	Mária	Inwest Marketing Bt.	8	10	720,000	1,800,000	
30	Husztly	Gábor	ENTEL Ltd.	5	5	222,261	270,000	
31	Bajtek	Gyöngyvér	M Mérnöki Iroda	5	8	264,046	104,000	
32	Herbert	Dániel	TRACO Ltd.	18		2,379,125		

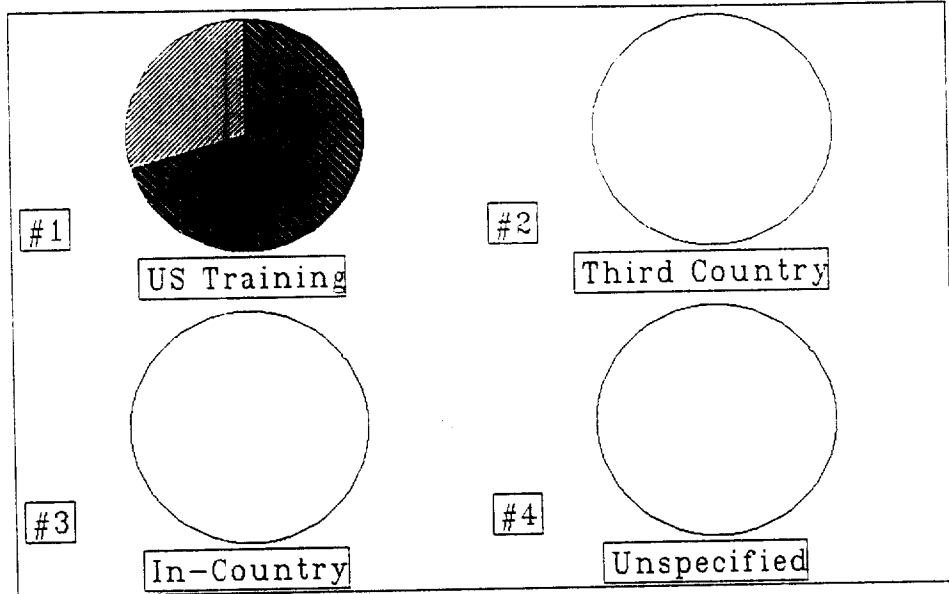
#	Last name	First name	Company name	Number of Employees		Annual Sales/Income (\$)		Val
				Then	Now	Then	Now	
33	Borus	Judit	Balassi Publishing House	25	24	764,459	-	
34	Várszegi	György	Recognita Corporation	56	55	4,000,000	2,000,000	
35	Ecsédi	István	Samling Ltd.	13	10	767,459	500,000	
36	Nagy	Pál Géza	AUTER	42		590,943		
37	Borsányi	István	PRO 2000	6		130,468		
38	Köpeczei	István	LEA of Tolna County	18	19	-	600,000	
39	Csányi	Csaba	Csányi & Csányi Ltd.	12		306,983		
40	Ferenczi	Andrea	Ferenczi & Ferenczi Ltd.	3	4	10,000	250,000	
41	Takács	Tünde	LEA of Zala County CHANGED	12	1	-	20,000	
42	Mészáros	Zoltán	Hotel Buda Center	30	30 + 100contractor	669,992	700,000	
43	Generál	Péter	Trainex Ltd.	9	12	720,000	1,000,000	
44	Tenke	Tibor	GIS Systemhouse	120		2,600,000		
45	Kövári	Antal	Technical Ind. Coop. CHANGED	70	800	498,848	13,125,000	
46	Tamás	Tibor	Postabank	50	62	1,970,069	10,000,000	
47	Bösze	Gábor	LEA of Tolna County	18	19	-	600,000	
48	Lengyel	Tamás	HEVA Ltd.	8 + 50sub-contract.		744,435		
49	Piszkér	István	Vidikon	10		250,000		
50	Szakál	László	XWARE Bt.	2	4	500	20,000	
51	Farkas	József	Dinasty Ltd.	41	57	1,435,149	2,187,000	
52	Kovács	Péter	World-Wide Telecom	3		-		
53	Mayer	Róbert	Medikémia	160	160	7,725,804	8,300,000	
54	Balogh	Zoltán	MEDIA L.E.D.	4		268,610		
55	Hoffer	István	C + H Ltd.	5 + 4part time		76,745		
56	Sárkány	Márta	Sárkány Ltd.	7		153,491		
57	Farkas	Pál	Agro-Universal	6		6,200,000		
58	Szűcs	Gábor	Botond Ltd.	15	15	550,000	550,000	
59	Brunner	Ágnes	Inter Trade Agro	40	42	9,608,091	20,600,000	
60	Liptay	Gabriella	Szezám Advertising & PR Agency	18	18-20	2,200,000	2,500,000	
61	Kovács (II.)	Péter	Komló Reg. Dev. Agency	6		3,000		
62	Beszterczey	Gábor	Hungarian Television	5		100,000		
63	Pintér	Zsuzsa	Fejér County Ent. Agency	28		350,000		-
64	Kucsera	Mihály	Békés County Found. for Ent. Prom.	14		-		-

#	Last name	First name	Company name	Number of Employees		Annual Sales/Income (\$)		Value
				Then	Now	Then	Now	
65	Görög	István	Győr Business Assistance	20		755,800		-
66	Sipos	József	Baranya County Ent. Prom. Center	7		131,641		
67	Süle	Péter	Budapest Enterprise Agency	25		-		-
68	Pencz	Mihály	Siklós Chain Ltd.	45		406,753		
69	Szabó	Magdolna	GREFF Electronics	1 + 5temporary		51,000		
70	Bodnár	Tibor	LEA of Heves County	7		90,000		
71	Kontra	Levente	Metal & Wood Deposit Company	10		50,000		
72	Arany-Tóth	Mariann	Horwath Consulting	5 + 5sub-contract.		700,000		
73	Szigetvári	Ágnes	Family Business House	3 + 8sub-contract.		30,000		
74	Varga-Ötvös	Béla	Value Map	3		61,396		
75	Pálfi	Sándor	EASTGLOBE	4 + 50part time		84,420		
76	Tatai	Mária	Marton Ltd.	4		400,000		
77	Kvintovics	Pál	Biotrend Ltd.	5 + 15sub-contact.		60,000		
78	Vékony	László	Local Governm. of Somogy County	60		140,469		
79	Rozman	Richárd	LEA of Komárom-Esztergom C.	9		1,000,000		
80	Kerepeszki	István	Pintér & Társa Bt.	4		393,313		
81	Kozma	Blanka	Bokréta Corp.	30		110,000		
82	Horváth	Tamás		1		2,000		
83	Fehér	Zsolt	Aktakukac Bt.	3		7,140		
84	Girhiny	Ildikó	Management Dev. Center	3		-		
85	Benes	Beáta	DeST Co.	44		1,100,000		
86	Kiss	Benedek	Fess Sportswear	120		2,200,000		
87	Póder	Margit	Chamber of Comm. Baranya C.	4		50,000		
88	Molnár	András	Prosperitas Found.	5		-		
89	Liptay	Éva	LEA of Nógrád County	9		860,000		
90	Márjalaki	László	Pharao 2000Ltd.	11 + 80 students		84,281		

Counts

Training Location x Gender: 1993.2-1999.1

#	1	2	3	4	
	70	0	0	0	%
	30	0	0	0	%

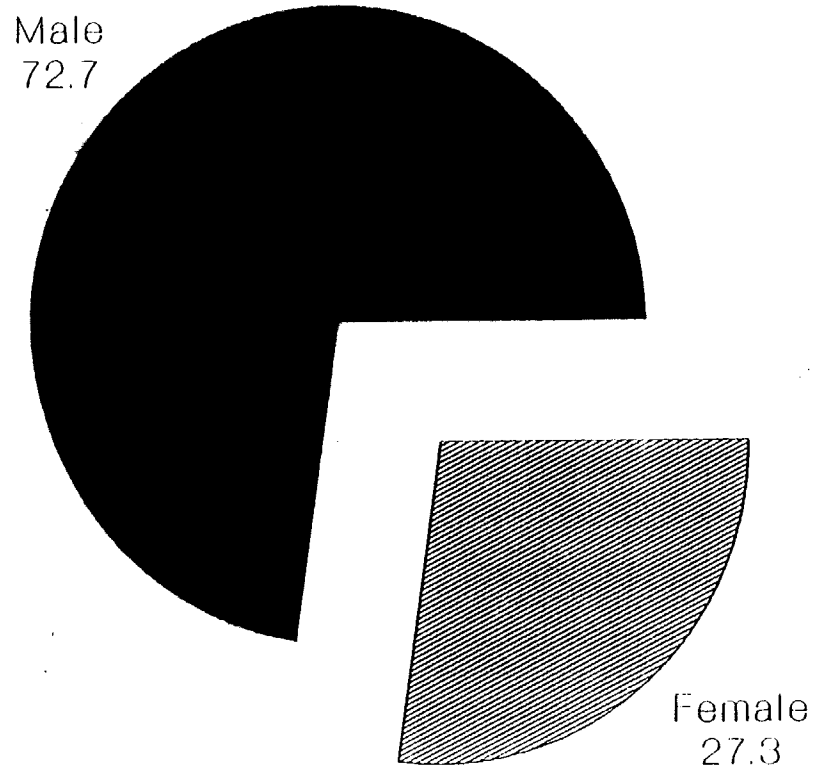


Male

Female

	Male	Female	Total
US Training	112.0	47.0	159.0
Third Country	0.0	0.0	0.0
In-Country	0.0	0.0	0.0
Unspecified	0.0	0.0	0.0
Total	112.0	47.0	159.0

MALE/FEMALE RITE HUNGARY



02

#	Last Name	First Name	Training Dates	Y	Field	Title	Company	
1	BÓTÁNÉ Cs.	Ilona	Feb.2.-March 2.	94	Advertising Business	Managing Director	Interpress E. Ltd.	1065 Bp., Ba
2	HÁRS	Veronika	Sept. 2.- Sept 23.	93	Business Management	Managing Director	Hárs & CIE Lp.	1084 BP, Déi
3	HORVÁTH	Eszter	Sept. 1. -Sept. 27	93	Clothing Prod. & Mngmt.	Coordinator	Frézia Co.	9400 Sopron
4	VIDA	Pál	Feb. 21.- March 1	94	Investment Banking	President	Know-How Co. Ltd.	2801 Tatabái
5	GESZTESI	Erzsébet	Sept. 2. - Sept. 2	93	Outdoor Advertising	President	UT Reklám Ltd.	1012 Budape
6	GATTYÁN	László	Aug. 11. - Sept.	93	Engineering & Mngmnt.	Program Manager	RELÉ Ltd.	5100 Jászber
7	RÁKÓCZI	Piroska	Sept. 1.- Sept. 22	93		Sole Proprieter		1117 Bp., Irir
8	BARTÓK	Károly	March 15. - April	94	Marketing & Mngmnt.	Managing Director	Electronical & Com. Ltd.	4400 Nyíregy
9	ZSIGA	Ferenc	Aug. 26. - Sept.	93	Travel & Tourism	Asst. Man. Director	Euroguide Touristic Ltd.	1075 BP, Ma
10	KUN	Dezső	Aug. 30. - Sept.	93	Wholesale & Production	Exp-Imp Manager	Galatea Plusz Ltd.	6000 Kecse
11	FODOR	Csaba	Aug. 12. - Sept.	93	Marketing & Mngmnt.	Managing Director	Silvestris & Szilas Ltd.	2143 Kerepe
12	BOROS	Tamás	Feb. 10. - March	94	Mngmnt. & Distribution	Managing Director	Tomker Ltd.	6000 Kecse
13	BALOGH	László, dr.	Aug. 22. - Sept.	93	Telecom. Marketing	Director	Technoflex Eng. Cons.	6726 Szeged
14	WÄGNER	Dezső	Sept. 7. - Sept. 2	93	Seed Product.&Pack.	Trade Manager	Garafarm Ltd.	6500 Baja, Pl
15	PÖTÖR	Zoltán	Aug. 15. - Sept.	93	Market Research	Marketing Manag.	DUNAFERR Des.&Eng	2401 Dunaúj
16	DEMCSÁK	Lajos	March 27. - April	94	Magazine Publ.&Org.SB	General Manager	FORKA Com.&Pub.Ltd.	1051 Budape
17	SZIGETI	ANNA, dr.	Jan. 17. - Febr. 1	94	Film Ind.&Copyright Reg	Managing Director	CREAGENT Ltd.	1055 Budape
18	LIGETI	György	April 17. - May 1	94	Design,Mnfc.,Marketing	Managing Director	LILIFO Ltd.	1137 Budape
19	MOLNÁR	Nelly	June 8. - July 7.	94	Aluminium Industry	Export Consultant	KÖBAL Kft.	6000 Kecse
20	EDŐCS	Márta	Jul.5. - Jul. 29.	94	Art Glass Industry	Executive Officer	Edőcs Glass Design	9400 Sopron,
21	ZAKARIÁS	István	Jul. 10.-Jul. 29.	94	Folk-Music Publishing	Co-owner	ETNOFON Ltd.	1085 Bp., Kö
22	BLAHÓ	Judit	July 25. - Aug. 1	94	Advertising Business	O/Managing Dir.	New Instant Co.	1013 Bp., Ati
23	KÉRY	Ferenc	Aug. 14. - Sept.	94	Computer Programming Cleaning & Repair of Tall Sturctures	Manager	Spektrum Enterprise	6800 Hódmez 28.
24	SALAMON	Endre	Aug. 21. - Sept.1	94		Owner	Salamon Co.	2800 Tatabár
25	KUTENICS	Gábor	Aug. 22. - Sept.	94	Chemical Industry	Marketing Manager	Taurus Emergé Ltd. Co.	1087 Bp., Kei
26	MERKER	Viktor	Aug. 31. - Sept.	94	Research on housing market Repairing & Buying of TV, Video, Computer	Architect	Sole Proprieter	1118 Bp., Rai
27	BELHÁZY	Miklós	Sept. 4. - Sept. 2	94		Owner	Belházy Techn. Trd. Co.	8630 Balatoni
28	CSÖTÖNYI	Csaba	Sept. 8. - sept. 2	94	Environmental Planning	Managing Dir.	TerraMED Bt.	3200 Gyöngy
29	TÜRMEZEI	János	Sept. 18. - Oct. 7	94	Iron Industry Marketing of Thermoplastic Materials	Chief Engineer	Iron Industrial Coop.	3527 Miskolc
30	HAUSER	József	Sept. 21. - Oct. 1	94		Managing Dir.	Plastronic Ltd.	8000 Székesf
31	FÖLDES	Suzsa	Oct. 2. - Oct. 21	94	Found. of New Companies	Partner	Lehoczky-Földes-Kövári- Zilai Law. Off.	1055 Bp. Falk
32	BÁRDOS	István	Oct. 3. - Oct. 26.	94	Public Rel. & Marketing	Manager	Service Office Travel A.	3530 Miskolc

#.	Last Name	First Name	Training Dates	Y	Field	Title	Company	
33	KÖVÁRI	Tibor	Oct. 8. - Oct. 22.	94	Plan. Retraining Prog. to Unemployed	Project Coord.	Glob Info Foundation	1039 Bp., Hc
34	ERDEINÉ H.	Klára	Oct. 8. - Oct. 22.	94	Plan. Retraining Prog. to Unemployed	Regional Coord.	Reginnov Tanácsadó Irt.	9800 Vasvár
35	KREITL	Péter	Oct. 8. - Oct. 22.	94	Plan. Retraining Prog. to Unemployed		Origin Hungary Ltd.	8000. Székesfehérvár, as ép.
36	KÁDÁR	Tihamér	Oct. 8. - Oct. 22.	94	Plan. Retraining Prog. to Unemployed	Section Head of Enterprise	Training centr. for manpower dev.	4400 Nyíregyháza
37	TÖRÖK	Petra	Oct. 8. - Oct. 22.	94	Interpreting	Interpreter	Sole proprietor	8100 Várpalota
38	OLÁH	Zsuzsa	Oct. 26. - Nov. 2	94	Business Consulting	Managing Dir.	Veplex Consulting Ltd.	1027 Budapest
39	OLLÁR	Péter	Oct. 30. - Nov. 1	94	Plastic Packaging	Managing Director	OVM-Karsai Rt.	5900 Orosháza
40	CZAKÓ	György	Oct. 30. - Nov. 19	94	Environmental Protection	Managing Director	Scarabeus Ltd.	7632 Pécs, P
41	TÓTH	Attila	Dec. 01. - Dec. 2	94	Agribusiness	Marketing Manager	Mellifera Ltd.	2100 Gödöllő
42	LAKATOS	Géza	Feb. 5. - Feb. 24.	95	Marketing of Visual and Presentation Aids	Managing Director	Vizuál Ltd.	2527 Májaháza
43	VOLENSZKY	Orsolya	Feb. 15. - March	95	Furniture Production	Chief Accountant	Visegrádi Faipari Szöv.	2028 Pilisménfő
44	ANISICS	Ernő	Apr. 2. - Apr. 22.	95	Leather Goods	Owner	Anisics Ernő Ltd.	4456 Tiszadada
45	RIGLER	István	Apr. 3. - Apr. 22.	95	Regional Economic Development	President	Alisca Patent Co.	7100 Szekszárd
46	Osztrovszky	István	Apr. 20. - May 12	95	Computer Network Systems	Executive Director	Net-Plus Ltd.	1021 Bp., Ku
47	PAPP	Tibor	Apr. 23. - May 12	95	Creative Advertising	Managing Director	PMG SystemHouse	1115 Bp., Ete
48	VARGA	Bálint	May 24. - June 1	95	Management of a Book Store	Director	Rips & Rops Ltd.	8200 Veszprém
49	Szabóné, Törő	Judit	June 8. - June 30	95	Mngmt of a chocolate producing firm	Marketing Manger	Nass Ltd.	6000 Kecskés
50	DEMETER	János	June 19. - July 1	95	Drug registration & testing regulations	Partner	Trial Masters Hungary	1039 Bp., Zsi
51	TALLIÁN	Erzsébet	June 25. - July 1	95	Cosmetics	Foreign Trade Manager	Caola Ltd.	1113 Bp., Bo
52	GULYÁS	Csaba	Aug. 1. - Aug. 20	95	Business organization	General Manager	DEFÉM	4030 Debrecen
53	SCHÜTT	Margit	Aug. 9. - Aug. 28	95	Financial, tax & legal Cons.	Advisor	S.M. Financ. Tax & Legal Consultin Ltd.	1222 Bp., Há
54	VÁNYAI	Gusztáv	Aug. 13. - Sept.	95	Farm cooperatives	Owner	V.G. Sole Proprietorship	4031 Debrecen
55	BORSÓS	István	Aug. 13. - Sept.	95	Operation of a Chamber of Commerce	Managing Director	Baranya County Chamber of Commerce for Craftsmen	7623 Pécs, Ri
56	DARÓCZY	Ferenc	Aug. 29. - Sept.	95	Prod. organization in a text. co.	Manager	Sziluet Adoni Ltd.	1053 Bp., Kir
57	SÓLYOM	Éva	Aug. 31. - Sept.	95	Mngmt. in a welding co.	Sales Manager	Cooptim Ltd.	2049 Diósd, P
58	KEREKES	Lajos	Aug. 31. - Sept.	95	Mngmt. in a welding co.	Managing Director	Cooptim Ltd.	2049 Diósd, P
59	Ádámné, Szűcs	Mária	Sept. 3. - Sept. 2	95	Marketing of fruit & vegetables	Sales Maná	Inwest Marketing Bt.	6050 Lajosmizse
60	HUSZTY	Gábor	Sept. 13. - Oct. 5	95	Mngmt of a telecom. consulting co.	Managing Director	ENTEL Ltd.	1088 Bp., Gut

#.	Last Name	First Name	Training Dates	Y	Field	Title	Company	
61	BAJTEK	Gyöngyvér	Sept. 17. - Oct. 9	95	Structural design & mngmt	Managing Director	M Mérnöki Iroda	1013 Bp., Fe
62	HERBERT	Dániel	Sept. 17. - Oct. 6	95	Mngmt. and communicaion in a computer distribution co.	Managing Director	TRACO Ltd.	1137 Bp., Vá
63	BORUS	Judit	Sept. 27 - Oct. 1	95	Organizational structure of a publishing house	Copyright Manager	Balassi Kiadó	1078 Bp., Mt
64	VÁRSZEGI	György	Oct. 2-26.	95	Mngmt and marketing of a software firm	Dir. for Research & Dev.	Recognita Corp.	1172 Bp., De
65	ECSÉDI	István	Oct. 1-23.	95	Mngmt & org. of a business educ. co.	Managing Director	Samling Ltd.	1027 Bp., Fra
66	NAGY	Pál Géza	Oct. 5-27.	95	Circuit board technologies	Managing Director	Auter Ltd.	1163 Bp., Czi
67	BORSÁNYI	István	Oct. 19-Nov. 11.	95	Accounting and taxation	General Manager	PRO 2000 Ltd.	1013 Bp., Bac
68	KÖPENCZEI	István	Oct. 1-20.	95	Operation of LEA	Executive Dev. Dir.	LEA of Tolna County	7100 Szekszá
69	CSÁNYI	Csaba	Oct. 2-27.	95	Marketing of plastic bottles	Marketing Director	Csányi & Csányi Ltd.	1205 Bp., Bát
70	FERENCZI	Andrea	Oct. 29-Nov. 19.	95	Utilities Consulting Mngmt.	Director	Ferenczi & Ferenczi Ltd.	1121 Bp., Köl
71	TAKÁCS	Tünde	Nov. 1-22.	95	Design, creation of databases	Training S. Manager	LEA of Zala County	8900 Zalaege
72	MÉSZÁROS	Zoltán	Nov. 9-30.	95	Hotel management	Hotel Manager	ÉTV Ltd.	1027 Bp., Csi
73	GENERÁL	Péter	Nov. 11-Dec. 1.	95	Economic & business applications of Internet	Executive Director	Time Manager International	1028 Bp., Úrt
74	TENKE	Tibor	Nov. 12-22.	95	Mngmt. & applications in the GIS Industry	Vice president	GIS System House Ltd.	1025 Bp., Felt
75	KÖVÁRI	Antal	Nov. 26-Dec 15.	95	Manufact. of modular buildings	President	ECO-PLAST PHILIPS Co.	9600 Sávár, I
76	TAMÁS	Tibor	Nov. 26-Dec. 15.	95	Securities brokerage & investment	Investment Director	Postabank	1052 Bp., Béc
77	BŐSZE	Gábor	Feb. 5-Feb. 27.	96	Mngmt. of a LEA	Managing Director	Local Enterprise Ag. of Tolna	7100 Szekszái
78	LENGYEL	Tamás	Feb. 7 - March 4.	96	Mngmt. of an engineering & heating co.	Manager	HEVA Ltd	7624 Pécs, Til
79	PISZKER	István	Feb. 8. - Feb. 27.	96	Security syst. technologies	Vice-president	Sole proprietor	8000, Székesf
80	SZAKÁL	László	March 10. - Apr.	96	Information techn. consulting	Managing director	XWARE Bt.	3529 Miskolc,
81	FARKAS	József	March 26 - Apr. 1	96	Publishing	Managing director	Dinasty Ltd.	1142 Bp., Erzs
82	KOVÁCS	Péter	Apr. 21. - May 13	96	Internet and telecard techn.	C.E.O.	World-Wide Telecom	1027 Budapes
83	MAYER	Róbert	Apr. 25. - May 16	96	Chemical products industry	Exp. & Marketing Advisor	Medikémia Co.	6728 Szeged,
84	BALOGH	Zoltán	Apr. 25. - May 15	96	Advertising Agency	Senior Manager	MEDIA L.E.D.	1122 Budapes
85	HOFFER	István	May 6 - May 26	96	Retail Software Systems	Managing director	C + H Ltd.	5100 Jászberé
86	SÁRKÁNY	Árta	May 20 - June 7	96	Automatic Identification Co	Managing d	Sárkány Ltd.	1116 Bp., Vas
87	FARKAS	Pál	May 26 - June 14	96	Management training	Managing director	AGRO-UNIVERSAL LTD.	2870 Kisbér, K

#.	Last Name	First Name	Training Dates	Y	Field	Title	Company	
88	SZÜCS	Gábor	June 9 - June 28	96	Environmental services	Marketing Manager	Botond Ltd.	7622 Pécs, L
89	BRUNNER	Ágnes	June 9 - July 1	96	Finance of a seed stock co.	Sales Manager	MG Produkt Ltd.	7400 Kaposv
90	LIPTAY	Gabriella	June 20- July 11	96	Advertising firm	Account Executive	Szeám Adv. & PR Agency	1114 Budape
91	KOVÁCS II.	Péter	July 11-Aug. 1.	96	Mngmt. of SMEs	Managing Director	Komló Reg. Dev. Agency	7300 Komló,
92	Beszterczey	Gábor	July 21 - Aug. 9.	96	Multimedia & CD production	Manager	Magyar Televízió	1061 Bp., Ká
93	PINTÉR	Zsuzsa	Aug. 4-26	96	Internet training	Information Manager	Fejér County Enterp. Agency	8000 Székesi
94	KUCSERA	Mihály	Aug. 4-26	96	Internet training	Information Manager	Békés County Found. for Enterp. Promotion	5600 Békésc
95	GÖRÖG	István	Aug. 4-26	96	Internet training	Information Manager	Prosper Software House	9026 Győr, D
96	SIPOS	József	Aug. 4-26	96	Internet training	Information Manager	Baranya County Enterp. Promotion Center	7623 Pécs, R
97	SÜLE	Péter	Aug. 5-23.	96	Operation of SBDCs	Project Manager	Budapest Enterprise Agency	1117 Bp., Be
98	PENCZ	Mihály	Aug. 8-29.	96	Mngmt. of a chain company	Senior Manager	Siklos Chain Ltd.	7800 Siklós,
99	SZABÓ	Magdolna	Aug. 12-31.	96	Busines Management	Manager Assistant	GREFF Electronics	1054 Budape
100	BODNÁR	Tibor	Aug 22-Sept. 10	96	International trade dev.	Small Business Dev. Man	LEA of Heves County	3300 Eger, D
101	KONTRA	Levente	Aug 28-Sept. 18.	96	Management of SBDCs	Technical Manager	Metal & Wood Processing Deposit Co.	5008 Szolnok
102	Arany-Tóth	Mariann	Aug 29.-Sept. 30.	96	Travel & leisure industry	Manager	Gold Hotel	1142 Bp., Un
103	SZIGETVÁRI	Ágnes	Aug 29.-Sept. 30.	96	Marketing	General Manager	Family Business House	1054 Bp., Ho
104	Varga-Ötvös	Béla	Sept. 2-25.	96	Municipal property mngmt.	Managing director	Value Map	1136 Budape
105	PÁLFI	Sándor	Sept. 5-26.	96	Mngmt. of an insurance co.	Director	Transurans Kft.	1037 Budape
106	TATAI	Mária	Sept. 10-28.	96	Housing rehabilitation	Architect Manager	Sole proprietor	1119 Budape
107	Kvintovics	Pál	Oct. 1-22.	96	Mngmt. of a herbal skin care & cosmetics co.	Director	Biotrend	8201 Veszpré
108	VÉKONY	László	Oct. 7-25.	96	Operation of US small business incubators	Project Manager	Local Government of Somogy County	7400 Kaposv
109	ROZMAN	Richárd	Oct. 20-Nov. 11.	96	General business practices	Interntnal Relations Man.		2840 Oroszlár
110	Kerepeszki	István	Oct. 22-Nov. 14.	96	Integrated flow mngmt.	Sales Manager	Kerepeszki Consulting	5000 Szolnok
111	KOZMA	Blanka	Oct. 24-Nov. 15.	96	Minority business incubator	President	Bokréta Corporation	1055 Budapes
112	HORVÁTH	Tamás	Oct. 28-Nov. 25.	96	computer software dev. co. Mngmt. & marketing of	Owner	Sole proprietor	9024 Győr, Zr
113	FEHÉR	solt	Oct. 31-Nov. 21	96	financial services co.	managing d or	Aktakukac Bt.	9022 Győr, Be
114	GIRHINY	ildikó	Nov. 3-26	96	Management of SBDCs	Office manager	Management Dev. Center	4026 Debrece
115	BENES	Beáta	Nov. 3-23	96	Plastic Sales	Sales Manager	DeST	4024 Debrece

#.	Last Name	First Name	Training Dates	Y	Field	Title	Company	
116	KISS	Benedek	Nov. 5-27.	96	Mngmt., marketing of a sportswear co.	Export Manager	FESS Sportswear Co.	4027 Debrec
117	PÓDER	Margit	Nov. 15-Dec.9	96	Computer Software Dev.	Information manager	Chamber of Commerce	7625 Pécs, H
118	MOLNÁR	András	Nov. 17-Dec.12.	96	Business dev. mngmt.	Program manager	Prosperitas Foundation	3700 Kazinci
119	LIPTAY	Éva	Nov. 17-Dec.12.	96	Business dev. mngmt.		Pannon Plast	1225 Bp., Ni
120	MÁRJALAKI	László	Dec. 2-21	96	Mngmt. & business methodologies of U.S. vocational schools	Managing director	Fáraó 2000 Kft.	3529 Miskolc
121	SZÉKÁCS	Anna	Aug. 11-27	97	micro-credit lending & policy	Ministerial commissioner	Ministry of Finance	1051 Budape
122	RÓKA	László	Sept. 8-29	97	regional economic dev.	Director	Development Agency	4400 Nyíregy
123	KÉZY	Béla	Sept. 8-29	97	regional economic dev.	Interntl. relations manager	Development Agency	4400 Nyíregy
124	BALOGH	Gabriella	Sept. 8-29	97	regional economic dev.	Communications Man.	Development Agency	4400 Nyíregy
125	BUSÁK	Zoltán	Sept. 8-29	97	regional economic dev.	Account manager	ING Bank	4400 Nyíregy
126	Szathmáry	István	Sept. 14-Oct. 4	97	local enterprise dev.	Program manager	CBC Program Office	1132 Bp., Kr
127	Géczy	Gyula	Sept. 14-Oct. 4	97	local enterprise dev.	Managing director	Reg. Found. for Ent. Prom. of Nógrád County	3100 Salgóta
128	Mészáros	Sándor	Sept. 14-Oct. 4	97	local enterprise dev.	Office manager	Reg. Found. for Ent. Prom. of Nógrád County	3060 Pásztó,
129	SZABÓ	Balázs	Sept. 15-Oct. 3	97	pesticide and fertilizer blending and distribution	Business Manager	Farmkemi Bt.	8790 Zalazsze
130	BARTUNEK	Katalin	Sept. 18-Oct. 6.	97	organization of a firm in the fashion industry	managing director	Silhouette Kft.	1135 Bp., Jé
131	KISBÁN	Mária	Nov. 9-29.	97	organization of an architectural firm	Owner	Kisbán Architecture	1026 Bp., Ga
132	SZTANKÓ	János	Nov. 17-Dec. 10.	97	management of a business incubator center	Managing director	Enterprise Agency of Békés County	5000 Békésc
133	VAJER	János	Dec. 1-22	97	Vocational education	Owner	Tailor Tanoda Ltd.	7030 Paks, F
134	Bíró	Imre	Jan. 13-31	98	Marketing at a Plastics Manufacturing firm	Commercial manager	PEMÜCO Co.	2083 Solymá
135	Tibor	Ágnes	March 1-14	98	Microcredit lending policy	Assistant professor	Budapest University of Economics	1093 Bp., Fő
136	Kállay	László	March 1-14	98	Microcredit lending policy	Director	Institute for Small Business Development	1024 Budape
137	Nagy	Ákos	March 1-14	98	Microcredit lending policy	General Manager	X-Byte Ltd.	1037 Budape
138	Varjú	Ákos	March 5-26	98	Dried flowers production and marketing	Managing director	C & L Interflora Ltd.	5000 Szolno
139	Lacza	Mária	March 22-Apr. 10	98	Operating a firm with disabled employees	Managing director	T. Humán Ltd.	7100 Szekszé
140	Merkel	Szilvia	Apr.5-27	98	Microcredit practice	Financial manager	Hungarian Found. for Enterprise Promotion	1062 Budape
141	Mohácsi	Mária	Apr.5-27	98	Microcredit practice	Microcredit manager	Bács-Kiskun County Found. for Enterprise Prom	6000 Kecsker
142	Tímár	Erzsébet	Apr.5-27	98	Microcredit practice			
143	Andó	Ágnes	Apr.5-27	98	Microcredit practice	managing director	Credit Ltd.	5600 Békéscs
144	Jászai	Ienyhért	Apr.5-27	98	Microcredit practice	network de	PRIMOM Foundation	4400 Nyíregy
145	Illés	Róbert	Apr.5-27	98	Microcredit practice	program manager	Foundation for Hungarian Gipsies	1021 Bp., Bu

#.	Last Name	First Name	Training Dates	Y	Field	Title	Company	
146	Zsámboki	Pál	Apr.5-27	98	Microcredit practice	credit officer	Rákóczi Regional Development Bank	3530 Miskolc
147	Fenyvesi	Erika	Apr.5-27	98	Microcredit practice	Microcredit director	Baranya County Foundation for Enterprise Promotion	7623 Pécs, n
148	Keglovich	István	May 17-30	98	Forestry/Timber Industry	Office manager	Kisalföld Found. for Enterprise Promotion	9400 Sopron
149	Ferenczi	László	May 17-30	98	Forestry/Timber Industry	Office manager	Kisalföld Found. for Enterprise Promotion	9300 Csorna
150	Salamon	Lajos	May 17-30	98	Forestry/Timber Industry	Deputy dean	Pannon Agricultural University	9201 Moson
151	Neményi	Miklós	May 17-30	98	Forestry/Timber Industry	Professor	Pannon Agricultural University	9201 Moson
152	Kacz	Károly	May 17-30	98	Forestry/Timber Industry	Associate professor	Pannon Agricultural University	9201 Moson
153	Kocsis	István	May 17-30	98	Forestry/Timber Industry	sole proprietor	Experimental Forestry Mngmt. & Shareholding Co	9081 Győrúj
154	Huber	Károly	May 17-30	98	Forestry/Timber Industry	Commercial manager		9400 Sopron
155	Haász	István	May 17-30	98	Forestry/Timber Industry	sole proprietor		9024 Győr, B
156	Marosvölgyi	Béla	May 17-30	98	Forestry/Timber Industry	Director	Home-Tec Ltd.	9495 Kópház
157	Szabó	János	May 17-30	98	Forestry/Timber Industry	Technical manager	Euro-Paletten Industrie	9224 Rajka, C
158	Endrődi	Gábor	4/26-5/13	98	Management training	Managing director	OMEX Ltd.	1011 Budapest
159	Puskás	Attila	May 19-June	98	Management training	Commercial manager	Vidikon Ltd.	8000 Székes

MEMORANDUM

To: Anne Beasley, SME Team Leader, USAID/Hungary
cc Jerry Martin, Regional Coordinator, WL/Zagreb

From: Gábor Géczi, EMED Training Advisor, World Learning/Hungary

Date: September 15, 1998
Subject: *EMED performance indicators*
Enclosures: 2 pages

Dear Anne,

Enclosed please find the chart outlining baseline and updated data of performance indicators, i. number of employees, annual sales/income, value of company assets, exports. We chose the exact format we used in our report of the 1995-96 EMED participants.

Remarks:

Two additional former EMED participants sent their data back. See updated chart attached.

I do hope the attached chart will help your report. I shall send you a final version hopefully tomorrow.

Best regards

2/1

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#	Last name	First name	Company name	Number of Employees		Annual Sales/Income (\$)		Value of Co
				Then	Now	Then	Now	
1	SZÉKÁCS	Anna	Ministry of Finance					
2	RÓKA	László	Development Agency					
3	KÉZY	Béla	Development Agency					
4	BALOGH	Gabriella	Development Agency					
5	BUSÁK	Zoltán	ING Bank					
6	Szathmáry	István	CBC Program Office					
7	Géczy	Gyula	Reg. Found. for Ent. Prom. of Nógrád County					
8	Mészáros	Sándor	Reg. Found. for Ent. Prom. of Nógrád County					
9	SZABÓ	Balázs	Farmkemi Bt.	1+2 part time	1+2	650,000	975,000	150,000
10	BARTUNEK	Katalin	Silhouette Kft.	250	250	1,800,000	1,800,000	280,000
11	KISBÁN	Mária	Kisbán Architecture	2+3 part time	4 contractors	50,000	55,000	15,000
12	SZTANKÓ	János	Enterprise Agency of Békés County					
13	VAJER	János	Tailor Tanoda Ltd.	5+80 p. t.	5+80	18,000	27,000	140,000
14	Bíró	Imre	PEMÜCO Co.	1200	1150	25,000,000	25,250,000	5,000,000
15	Tibor	Ágnes	Ketto Kft.	2part time + 4 contractor	2part time + 4 contractor	15,000	15,000	1,000
16	Kállay	László	Institute for Small Business Development					
17	Nagy	Ákos	X-Byte Ltd.	34+1 part time	36+2 part time	1,800,000	1,980,000	500,000
18	Varjú	Ákos	C & L Interflora Ltd.	15+2 part time	20+10 p. time	170,000	221,000	80,000
19	Lacza	Mária	T. Humán Ltd.	450	400	1,500,000	1,650,000	700,000
20	Merkel	Szilvia	Hungarian Found. for Enterprise Promotion					
21	Mohácsi	Mária	Bács-Kiskun C. - Found. for Enterprise Prom					
22	Tímár	Erzsébet	ABN Amro Bank - CEU College					
23	Andó	Ágnes	Békés County Found. for Ent. Prom.					
24	Jászai	Menyhér	PRIMOM Foundation					
25	Illés	Róbert	Foundation for Hungarian Gypsies					
26	Zsámboki	Pál	Rákóczi Regional Development Bank					
27	Fenyvesi	Erika	Báranya County Foundation for Enterprise Promotion					

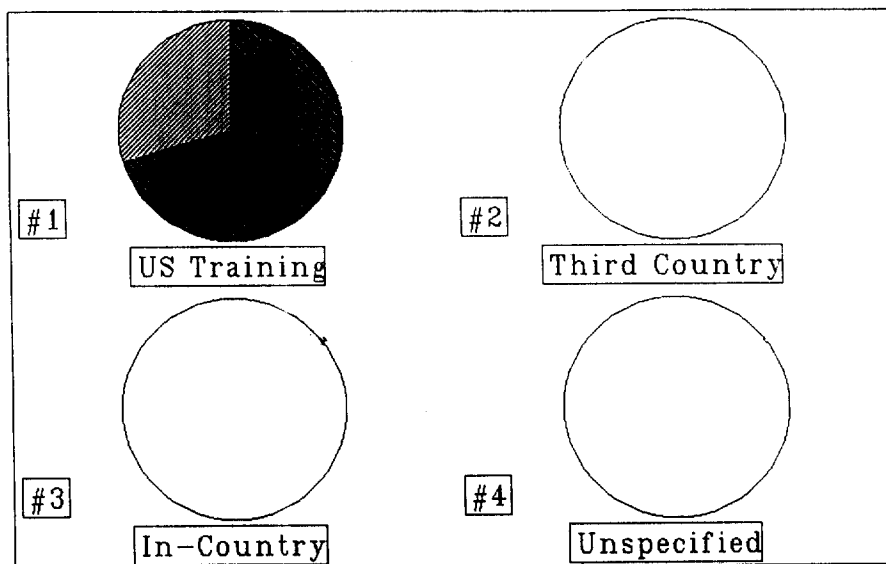
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#	Last name	First name	Company name	Sheet 1 Number of Employees		Annual Sales/Income (\$)		Value of C
				Then	Now	Then	Now	
28	Keglovich	István	Kisalföld Found. for Enterprise Promotion					
29	Ferenczi	László	Kisalföld Found. for Enterprise Promotion					
30	Salamon	Lajos	Pannon Agricultural University					
31	Neményi	Miklós	Pannon Agricultural University					
32	Kacz	Károly	Pannon Agricultural University					
33	Kocsis	István						
34	Huber	Károly	Experimental Forestry Mngmt. & Shareholding Co					
35	Haász	István						
36	Marosvölgyi	Béla	Home-Tec Ltd.					
37	Szabó	János	Euro-Palatten Industrie					
38	Endrődi	Gábor	OMEX Ltd.	8+2 contractor	3+1 contractor	415,000	448,200	64,000
39	Puskás	Attila	Vidikon Ltd.	15+5 contract.		150,000		20,000

Counts

Training Location x Gender: 1993.2-1999.1

#	1	2	3	4
70	0	0	0	%
30	0	0	0	%



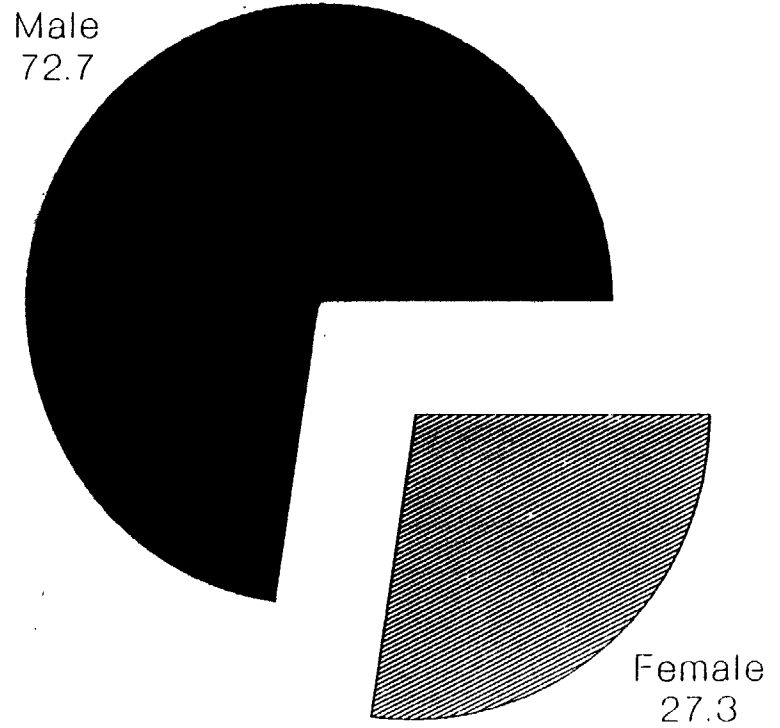
Male

Female

	Male	Female	Total
US Training	112.0	47.0	159.0
Third Country	0.0	0.0	0.0
In-Country	0.0	0.0	0.0
Unspecified	0.0	0.0	0.0
Total	112.0	47.0	159.0

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MALE/FEMALE RITE % HUNGARY



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USAID/Hungary's SME Strategic Objectives

Strategic Objectives Statement		Performance Indicators
S.O. 1.3	Improved Operations of Small and Medium Sized Enterprises	Export/Sales - Profits before taxes of private domestic enterprises (PBT) **
Intermediate Results Statement		Performance Indicators
I.R. 1.3.1	Increased Access to Commercial Banking Services	Banking system credit to small enterprises
I.R. 1.3.1.1	Improved Presentation of SME Financial Information to Banks	Targeted firms with business plans Targeted firms which have applied for credit
I.R. 1.3.1.2	Improved Review of SME Financial Information by Banks	SME Loans in Default Loans extended to SMEs by OTP
I.R. 1.3.2	Improved Access to Market and Technology Information	Users of sponsored Database Facilities
I.R. 1.3.2.1	Increased Access to Internet Services	Users of Internet in LEAs
I.R. 1.3.2.2	Increased Access to Database Facilities	Users of information in MATCH outreach program Users of agriculture information systems
I.R. 1.3.3	Improved Business Systems Developed and in Place	Targeted firms with marketing managers Targeted firms with computerized accounting Targeted firms with business plans
I.R. 1.3.3.1	Local Support Org. Provide Increased Services and Disseminate Information	Local consultations to SMEs
I.R. 1.3.3.2	National Education System Institutionalizes Business and Management Education	Institutions with undergraduate degrees in business Institutions offering MBA degrees Students studying Total Quality Management
1.3.4	More Rational Tax Structure for SMEs	Taxable business profits
I.R. 1.3.4.1	Payroll Contributions Reduced	Legislation Introduced
I.R. 1.3.4.2	Harmonization of Tax Structures with Western Europe	Opinion survey

**EXPECTED RESULTS VERSUS ACHIEVED RESULTS.
(ATTACHMENT #2)**

Expected results (EMED SOW)	Achievements
EMED participants should be an owner or senior level manager of SME and/or be a member of an organization supporting SMEs.	Achieved
EMED participants should represent firms in sectors that are priority with the U.S. Mission country strategy.	Achieved
EMED participants should have the ability and authority to implement EMED lessons learned and have good speaking ability and comprehension of the English language.	Achieved
Identify and secure escort interpreters to be funded for EMED participants on a limited and special basis.	Achieved
Placements should enable participants to improve management/technical capability in their fields of expertise and to foster opportunities for long term professional and commercial relationships.	Achieved
Prepare and issue Certificates of Completion/Achievement to EMED program graduates. Joint TRANSIT/EMED Certificate Ceremony in March 1998 and another planned for September 1998.	Achieved
Work with EMED participants to develop stakeholder agreement and Action Plans.	Achieved
In coordination with USAID develop and implement a follow-on plan to conduct follow-on activities with participants.	Achieved

TIME: 12:21

PARTICIPANT DIRECTORY - ALPHABETICALLY

Hungary 43

<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
ADAM SZUCS, MARIA	02/08/58	F	INWEST MARKETING BT. ALKONY U. 72. KECSKEMET HUNGARY 6000 76/482-759	INWEST MARKETING BT.	SALES MANAGER
ANDO, AGNES	11/17/63	F	SZABO PAL TER 1. BEKESCSABA HUNGARY 5600 66/445-520	CREDIT LTD.	MANAGER
ANISICS, ERNO	07/11/40	M	TEREZ KRT. 21. BUDAPEST HUNGARY 1067 153-1875	ANISICS LEATHER GOODS	OWNER
ARANY-TOTH, MARIANN	06/08/73	F	HORWATH CONSULTING PAULAY EDE U. 13. BUDAPEST HUNGARY 1061 268-0227		
BAJTEK, GYONGYVER	02/09/64	F	FESZTY ARPAD U. 2. BUDAPEST HUNGARY 1013 156-9625	M MERNOKI IRODA	MANAGING DIRECTOR
BALOGH, GABRIELLA	03/08/66	F	SZARVAS U. 38. NYIREGYHAZA HUNGARY 4400 42/314-676	COUNTY DEV. AG. SZAB-SZAT-BER.	DIRECTOR
BALOGH, LASZLO	06/16/49	M	KALVARIA SOR 65-67. SAS U. 1/6. SZEDED HUNGARY 6726 62/321-140	TECHNOFLEX LTD.	DIRECTOR
BALOGH, ZOLTAN	12/01/70	M	VAROSMAJOR U. 32/C. BUDAPEST HUNGARY 1122 132-2300	MEDIA L.E.D. CO. LTD.	SENIOR MANAGER
BARDOS, ISTVAN	08/05/49	M	SZERVIZ TRAVEL AGENCY ARANY J. UTCA 4. MISKOLC HUNGARY 3530 46 340 560	SZERVIZ IRODA TRAVEL AGENCY	MANAGER
BARTOK, KAROLY	01/19/57	M	MARTIROK TERE 9. NYIREGYHAZA HUNGARY 4400 42/315-604	ELECTRONICAL & COMMERCIAL LTD.	Managing Director
BARTUNEK, KATALIN	10/01/52	F	JASZ U. 71. BUDAPEST HUNGARY 1135 270-2092	SILHOUETTE KFT.	MANAGING DIRECTOR
BELHAZY, MIKLOS	01/09/45	M	EGRI U. 26. BALATONFENYVES HUNGARY 86	BELHAZY TECHN. TRADE COMPANY	OWNER
BENES, BEATA	10/03/96	F	ISTVAN U. 147. DEBRECEN HUNGARY 4031 52/326-630	DEST	SALES MANAGER
BESZTERCZEY, GABOR	11/23/55	M	KELETI KAROLY U. 42/A. BUDAPEST HUNGARY 1024 212-1313	2002 LTD.	MANAGER
BIRO, IMRE	07/10/34	M	TERSTYANSZKY U. 89. SOLYMAR HUNGARY 2083 26/360-399	PEMUCO CO.	
BLAHO, JUDIT	12/15/56	F	KISROKUS U. 15/A BUDAPEST HUNGARY 1024 212-2232	NEW INSTANT	MANAGING DIRECTOR
BODNAR, TIBOR	03/23/54	M	DOBO TER 6/A EGER HUNGARY 3300 36/410-724	LEA OF HEVES COUNTY	SMALL BUSINESS DEV. MANAGER

TIME: 12:21

PARTICIPANT DIRECTORY ALPHABETICALLY

<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
BOROS, TAMAS	03/11/59	M	SZABADKAI U. 2. KECSKEMET HUNGARY 6000 76/329-808	TOMKER LTD.	MANAGING DIRECTOR & OWNER
BORSANYI, ISTVAN	07/13/56	M	PRO 2000 LTD. ALADAR U. 2/A III/1. BUDAPEST HUNGARY 1016 175-1389	PRO 2000 LTD.	GENERAL MANAGER
BORSOS, ISTVAN	10/24/53	M	SURANYI UT 23. PECS HUNGARY 7625 72/331-078	BARANYA COUNTY CHAMBER OF COMM	MANAGING DIRECTOR
BORUS, JUDIT	08/28/56	F	ATTILA UT 79. BUDAPEST HUNGARY 1012 202-3147	BALASSI PUBLISHING HOUSE	COPYRIGHT MANAGER
BOSZE, GABOR	03/21/64	M	AUGUSZ I. U. 1-3. SZEKSZARD HUNGARY 7100 74/319-166	LEA OF TOLNA COUNTY	MANAGING DIRECTOR
BOTA, ILONA CSUKA	05/17/52	F	IRANYI U. 1. BUDAPEST HUNGARY 1056 266-0780	INTERPRESS E. LTD.	MANAGING DIRECTOR
BRUNNER, AGNES	08/07/70	F	JUTAI U. 50. KAPOSVAR HUNGARY 7400 82/311-408	INTER TRADE AGRO STOCK CO.	SALES MANAGER
BUSAK, ZOLTAN	08/11/59	M	UJSZOLO U. 98. NYIREGYHAZA HUNGARY 4400 42/435-636	COUNTY DEV. AG. SZAB-SZAT-BER.	DIRECTOR
CSANYI, CSABA	11/10/69	M	BATHORY U. 13/B BUDAPEST HUNGARY 1205 285-1665	CSANYI & CSANYI LTD.	MARKETING DIRECTOR
CSOTONYI, CSABA	12/11/59	M	TERRAMED BT KOCSAG UTCA 34. GYONGYOS HUNGARY 3200 37 313 030	TERRAMED BT	MANAGING DIRECTOR
CZAKO, GYORGY	12/17/49	M	NAGY I.U. 148 PECS HUNGARY 7632 36/72-444-	SCARABEUS CO. LTD.	MANAGING DIRECTOR
DAROCZY, FERENC	06/09/62	M	SZILUETT ADONI LTD. AKACFA U. 5. BUDAPEST HUNGARY 1072 121-2500	SZILUETT ADONI LTD.	MANAGER
DEMCSAK, LAJOS	06/22/51	M	NADOR U. 32. BUDAPEST HUNGARY 1051 111-2895	FORKA LTD.	GENERAL MANAGER
DEMETER-VODNAR, JANOS	10/21/56	M	ZSIRAY M. U. 1. VI/60. BUDAPEST HUNGARY 1038 ---	VEPEX CONSULTING LTD.	REGULATORY AFFAIRS MANAGER
ECSEDI, ISTVAN	08/16/61	M	SAMLING LTD. FRANKEL L. U. 9. BUDAPEST HUNGARY 1027 212-4412	SAMLING LTD.	MANAGING DIRECTOR
EDOCS, MARTA	03/12/65	F	GESZTENYES KRT. 70/A SOPRON HUNGARY 9400 99/331-190	EDOCS GLASS DESIGN	Executive Officer
ENDRODI, GABOR	04/06/50	M	GYORSKOCSI U. 5-7. BUDAPEST HUNGARY 1011 202-2563	OMEX LTD	

TIME: 12:21

PARTICIPANT DIRECTORY - ALPHABETICALLY

<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
ERDEINE, HORVATH, KLARA	02/12/62	F	REGINNOV TANACSADO IRODA ALKOTMANY U. 8. VASVAR HUNGARY 9800 94/370-743		
FARKAS, JOZSEF	02/03/49	M	ERZSEBET KIRALYNE UTJA 36 BUDAPEST HUNGARY 1142 252-4772	DINASZTIA KIADO	MANAGING DIRECTOR
FARKAS, PAL	09/14/47	M	KOMAROMI UT 89. KISBER HUNGARY 2870 34/354-094	AGRO-UNIVERSAL	MANAGING DIRECTOR
FEHER, ZSOLT	12/02/75	M	BAROSS GABOR U. 19. III/6 GYOR HUNGARY 9022 96/320-303	AKTAKUKAC BT.	MANAGING DIRECTOR
FELEKYNE MOHACSI, MARIA	07/10/57	F	TOSCANINI U. 5. KECSKEMET HUNGARY 6000 20/294-740	FOUND. FOR ENTERPRISE PROM.	FINANCIAL MANAGER
FENYVESI, ERIKA	02/07/66	F	RAKOCZI U. 24-26. PECS HUNGARY 7623 72/214-060	BARANYA COUNTY FOUND. FOR E.P.	MICRO-CREDIT MANAGER
FERENCZI, ANDREA	02/18/51	F	KOLTO U. 26/A BUDAPEST HUNGARY 1121 275-4549	FERENCZI & FERENCZI	DIRECTOR
FERENCZI, LASZLO	04/05/44	M	ERZSEBET U. 26. CSORNA HUNGARY 9300 96/261-334	KISALFOLD FOUND. FOR ENT. PROM	OFFICE MANAGER
FODOR, CSABA	03/18/63	M	VASUT U. 42. PF.: 10. KEREPESTARCSA HUNGARY 214 28/370-555	SILVESTRIS & SZILAS CO. LTD.	MANAGING DIRECTOR
FOLDES, ZSUZSA	10/15/46	F	FALK MIKSA U. 16. BUDAPEST HUNGARY 1055 269-3184	LEHOCZKY-FOLDES LAW OFFICE	PARTNER
GATTYAN, LASZLO	07/08/66	M	KOSSUTH L. U. 16. JASZBERENY HUNGARY 5100 57/312-951	RELE LTD.	PROGRAM MANAGER
GECZY, GYULA	12/28/54	M	RAKOCZI JT 36. SALGOTARJAN HUNGARY 3100 32/314-641	FOUND F ENTERPRISE PROM NOGRAD	MANAGING DIRECTOR
GENERAL, PETER	06/29/56	M	TRAINEX LTD. VACI UT 39. BUDAPEST HUNGARY 1134 267-1798	TRAINEX LTD.	EXECUTIVE DIRECTOR
GESZTESI, ERZSEBET	06/01/50	F	MARVANY UTCA 24. BUDAPEST HUNGARY 1125 115-9074	UT REKLAM LTD.	PRESIDENT
GIRHINY, ILDIKO	04/26/72	F	PETERFIA U. 25 DEBRECEN HUNGARY 4026 52/447-301	SBDC DEBRECEN	OFFICE MANAGER
GOROG, ISTVAN	03/01/64	M	LUKACS S. U. 20. GYOR HUNGARY 9022 96/326-160		
GULYAS, CSABA	05/02/57	M	VAGOHID U. 3/A. DEBRECEN HUNGARY 4030 52/410-203	DEFEM	GENERAL MANAGER
HAASZ, ISTVAN	03/03/63	M	VADVIRAG U. 10. MOSONMAGYAROVAR HUNGARY 9 96/213-254	MOSON-TRADE LTD.	MANAGING DIRECTOR

REPORT DATE: 07/29/98
TIME: 12:21

USAID / HUNGARY
PARTICIPANT DIRECTORY - ALPHABETICALLY

PAGE NO. 4

<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
HARS ERIKONKA MARIA	11/26/51	F	DERI MIKSA U. 6. I. 6. BUDAPEST HUNGARY 1084 133-1478	HARS & CO.	MANAGING DIRECTOR
HAUSER, JOZSEF	05/11/68	M	DOZSA GYORGY U. 19. SARKESZI HUNGARY 8144 22/446-724	NIT-HUNGARY LTD.	MANAGING DIRECTOR
HEBERT, DANIEL	07/17/52	M	TRACO LTD. VACI UT 18. BUDAPEST HUNGARY 1137 269-3006	TRACO LTD.	MANAGING DIRECTOR
HOFFER, ISTVAN	07/15/56	M	SAME AS PERSONAL	C+H LTD.	MANAGING DIRECTOR
HORVATH, ESZTER	02/03/73	F	FUZFA SOR 25. SOPRON HUNGARY 9400 99/312-292	FREZIA CO. LTD.	COORDINATOR
HORVATH, TAMAS	10/17/74	M	ZRINYI U. 53/B III/19. GYOR HUNGARY 9024 96/429-881	HORVATH TAMAS SOLE PROPRIETOR	OWNER
HUBER, KAROLY	05/05/47	M	HONVED U. 1. SOPRON HUNGARY 9400 99/312-080	EXPERIMENTAL FORESTRY MGMT. SH.	COMMERCIAL MANAGER
HUSZTY, GABOR	08/03/52	M	ENTEL GUTENBERG TER 2. BUDAPEST HUNGARY 1088 138-1613	ENTEL TELECOMMUNICATIONS	MANAGING DIRECTOR
ILLES, ROBERT	09/16/71	M	DOB U. 52. II/6. BUDAPEST HUNGARY 1072 321-5984	STATE FOUND. FOR GIPSIES	PROGRAM MANAGER
ISTVAN ANDRAS, TIBORNE	02/27/57	F	RAKOCZI UT 25. SZEKESFEHERVAR HUNGARY 80 22/318-010		
JASZAI, MENYHERT	09/28/63	M	VIZ U. 21/B BUDAPEST HUNGARY 4400 42/414-188	PRIMOM FOUNDATION	DIRECTOR
KACZ, KAROLY	03/13/42	M	VAR U. 2. MOSONMAGYAROVAR HUNGARY 9 96/215-911	PANNON AGRICULTURAL UNIVERSITY	ASSOCIATE PROFESSOR
KADAR, TIHAMER	06/21/56	M	TRAINING CENTRE FOR MANPOWER SZECHENYI U. 13. NYIREGYHAZA HUNGARY 4400 42/315-025		
KALLAY, LASZLO	03/16/56	M	MARGIT KRT. 85. BUDAPEST HUNGARY 1024 155-6737	INSTIT. FOR SMALL BUSINESS DEV	DIRECTOR
KEGLOVICH, ISTVAN	03/11/64	M	SZENT GYORGY U. 16. SOPRON HUNGARY 9400 99/340-220	KISALFOLD FOUND. FOR ENT. PROM	OFFICE MANAGER
KEREKES, LAJOS	11/05/56	M	COOPTIM PETOFI S. U. 21 DIOSD HUNGARY 2049 23/382-431	COOPTIM INDUSTRIAL LTD.	
KEREPESZKI, ISTVAN	09/03/51	M	KOSSUTH L. U. 18. SZOLNOK HUNGARY 5000 56/341-238	PINTER ES TSA	SALES MANAGER

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PARTICIPANT DIRECTORY - ALPHABETICALLY

<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
KERY, SERENC	07/06/57	M	ORMOS E U. 13. V/28. HODMEZOVASARHELY HUNGARY 62/342-497	SPEKTRUM SOFTWARE	MANAGER
KEZY, BELA	03/09/68	M	SZARVAS U. 38. NYIREGYHAZA HUNGARY 4400 42/314-676	COUNTY DEV. AG. SZAB-SZAT-BER.	DIRECTOR
KISBAN, MARIA	11/11/43	F	GARAS U. 5. BUDAPEST HUNGARY 1026 214-3627	KISBAN ASSOCIATION ARCHITECT	MANAGER
KISS, BENEDEK	07/08/70	M	FUREDI U. 44. DEBRECEN HUNGARY 4027 52/444-762	FESS SPORTSWEAR	EXPORT MANAGER
KOCSIS, ISTVAN	02/02/66	M	ERZSEBET U. 18. GYORUJBARAT HUNGARY 9081 96/355-729	SOLE PROPRIETOR	OWNER
KONTRA, LEVENTE	07/12/56	M	KISS J. U. 11. SZOLNOK HUNGARY 5008 56/423-134	METAL & WOOD PROCESSING DEP.CO	TECHNICAL MANAGER
KOPENCZEI, ISTVAN	12/18/63	M	LEA OF TOLNA COUNTY AUGUSZ I. U. 1-3. SZEKSZARD HUNGARY 7100 74/319-166	LEA OF TOLNA COUNTY	EXECUTIVE DEV. DIRECTOR
KOVACS I., PETER	03/16/67	M	FRANKEL LEO U. 26. BUDAPEST HUNGARY 1027 325-0745	WORLD-WIDE TELECOM	C.E.O.
KOVACS II., PETER	01/28/49	M	VAROSHAZTER 3. KOMLO HUNGARY 7300 72/482-417	KOMLO REGIONAL DEV. AGENCY	
KOV, ANTAL	08/10/46	M	EPITOK U. 2. CELLDOMOLK HUNGARY 9500 06/60 376-	MUSZAKI IPARI SZOVETKEZET	PRESIDENT
KOVARI, TIBOR	10/10/68	M	BEBO K. U. 12 III/15. BUDAPEST HUNGARY 1038 180-2834		
KOZMA, BLANKA	07/16/57	F	NAGY IGNAC U. 19/A BUDAPEST HUNGARY 1055 111-7594	BOKRETA CORPORATION	MANAGER
KREITL, PETER	11/30/70	M	REGIONAL CENTRE FOR DEV. & RETRAINING OF MANPOWER SEREGELYESI UT 123. SZEKESFEHERVAR HUNGARY 80 22/310-308		
KUCSERA, MIHALY	09/29/62	M	KINIZSI U. 5. BEKESCSABA HUNGARY 5600 66/442-520		
KUN, DEZSO	11/17/52	M	BUZAVIRAG U. 43. KECSKEMET HUNGARY 6000	DERNOFRUCT LTD. CO.	EXPORT-IMPORT MANAGER
KUTENICS, GABOR	08/02/50	M	REVAI U. 3. TATA HUNGARY 2890 36/34 383-	KUTENICS LTD.	MANAGER
KVINTOVICS, PAL	11/02/48	M	EGYETEM U. 8. VESZPREM HUNGARY 8201 88/420-613	BIOTREND LTD.	OWNER
LACZA, MARIA	08/16/70	F	REPULOTERI UT 13-15. MISKOLC HUNGARY 3526 46/325-088	T HUMAN LTD.	MANAGING DIRECTOR

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PARTICIPANT DIRECTORY : ALPHABETICALLY

<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
LAKATOS, GEZA	05/19/57	M	MATYAS KIRALY TER 6/A. BUDAPEST HUNGARY 1165 271-3923	VIZUAL LTD.	DIRECTOR
LENGYEL, TAMAS	06/20/49	M	TIBORC U. 52. PECS HUNGARY 7624 06/30 467-	HEVA LTD.	MANAGER
LIGETI, GYORGY	09/05/56	M	SZERUSKERT U. 31. BUDAPEST HUNGARY 1033	LILIFO LTD.	MANAGING DIRECTOR
LIPTAY, EVA	09/28/71	F	RAKOCZI UT 36. SALGOTARJAN HUNGARY 3100 32/31-641	FOUND F ENTERPRISE PROM NOGRAD	PROJECT MANAGER
LIPTAY, GABRIELLA	08/12/63	F	ZSIGMONDI VILMOS U. 17. BUDAPEST HUNGARY 1121 30/494-839	SZESAM ADVERTISING & PR AGENCY	ACCOUNT EXECUTIVE
MARJALAKI, LASZLO	05/27/50	M	BIHARI UT 1. MISKOLC HUNGARY 3530 46/352-641	FARAO 2000 LTD.	MANAGING DIRECTOR
MAROSVOLGYI, BELA	09/18/42	M	TEMETO U. 56. KOPHAZA HUNGARY 9495	HOME-TEC LTD.	OWNER
MAYER, ROBERT	04/04/61	M	ZSAMBOKRETI SOR 1/A SZEGED HUNGARY 6728 62/314-494	MEDIKEMIA	EXPORT AND MARKETING ADVISOR
MERKEL, SZILVIA	07/16/64	F	BAJZA U. 31. BUDAPEST HUNGARY 1062 342-3717	FOUND. FOR ENTERPRISE PROM.	FINANCIAL MANAGER
MERKER, VIKTOR	10/12/55	M	KANIZSAI U. 41. IV. 1. BUDAPEST HUNGARY 1114 20/352-225	FOUND F ENTERPRISE PROM NOGRAD	MANAGING DIRECTOR
MESZAKOS, SANDOR	12/27/56	M	HUNYADI UT 12. PASZTO HUNGARY 3060 32/460-155	FOUND F ENTERPRISE PROM NOGRAD	MANAGING DIRECTOR
MESZAROS, ZOLTAN	07/15/61	M	BUDA CENTER CSALOGANY U. 23. BUDAPEST HUNGARY 1027 201-6333	BUDA CENTER	HOTEL MANAGER
MOLNAR, ANDRAS	11/03/69	M	EGRESSY U. 1. KAZINBARCIKA HUNGARY 3700 48/310-244	PROSPERITAS FOUND.	PROGRAM MANAGER
MOLNAR, NELLY	08/29/58	F	FUZFAS KOZ 3. KECSKEMET HUNGARY 6000 76-482-233	FORD SZALAY AUTOHAZ	
NAGY, AKOS	02/27/42	M	HUNOR U. 55. BUDAPEST HUNGARY 1037 250-7016	INSTIT. FOR SMALL BUSINESS DEV	DIRECTOR
NAGY, PAL GEZA	10/28/45	M	CZIRAKY U. 26-32. BUDAPEST HUNGARY 1163 163-2609	AUTER ELECTRONICS LTD.	MANAGING DIRECTOR
NEMENYI, MIKLOS	04/07/47	M	VAR U. 2. MOSONMAGYAROVAR HUNGARY 9 96/215-911	PANNON AGRICULTURAL UNIVERSITY	PROFESSOR
OLAH GABORNE, ZSUZSA	08/21/40	F	VEPEX CONSULTING LTD. NAGYAJTAI U. 2/B BUDAPEST HUNGARY 1026 202-2538	VEPEX CONSULTING LTD.	MANAGING DIRECTOR

TIME: 12:21

PARTICIPANT DIRECTORY - ALPHABETICALLY

<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
OLLAP, PETER	09/05/49	M	OVM SZARVASI U. 8. OROSHAZA HUNGARY 5900 68/311-232	OVM VAS MUANYAG IPARSZOVETSEG	COMMERCIAL MANAGER
OSZTROVSZKY, ISTVAN	01/29/62	M	KURUCLESI UT 42. BUDAPEST HUNGARY 1021 06/20 350-	PRIMUS-NET LTD.	EXECUTIVE DIRECTOR
PALFI, SANDOR	10/25/53	M	TABORHEGYI UT 27. BUDAPEST HUNGARY 1037 250-4606	EASTGLOBE	MANAGING DIRECTOR
PAPP, TIBOR	05/05/60	M	SULYOK U. 4. BUDAPEST HUNGARY 1031 180-3143	SZAMALK SYSTEMHOUSE LTD.	PR DIRECTOR
PENCZ, MIHALY	01/08/60	M	SZENT ISTVAN TER 9. SIKLOS HUNGARY 7800 72/352-308	SIKLOSI LANC KFT.	SENIOR MANAGER
PISZKER, ISTVAN	05/13/57	M	PALOTAI UT 5. SZEKESFEHERVAR HUNGARY 80 22/333-118	VIDIKON CO. LTD.	SALES MANAGER
PODER, MARGIT	11/08/96	F	SZEKELY BERTALAN UT 18. PECS HUNGARY 7624 72/316-202	BARANYA COUNTY CHAMBER OF COMM INFORMATION MANAGER	
POTOR, ZOLTAN	06/25/62	M	VASMU TER 1. DUNAUJVAROS HUNGARY 2401 25/382-040	DUNAFERR DESIGNING & ENGINEER.	MARKETING MANAGER
PUSKAS, ATTILA	07/12/58	M	VILLAM U. 2/B BUDAPEST HUNGARY 1089 30/524-912	VIDIKON CO. LTD.	SALES MANAGER
RAK, PIROSKA	07/24/65	F	IRINYI JOZSEF UTCA 28/B. BUDAPEST HUNGARY 1117	PHOROS LTD. PARTNERSHIP	DIRECTOR
RIGLER, ISTVAN	05/23/55	M	MUNKACSY UT 11. SZEKSZARD HUNGARY 7100 36/74-319-	ALISCA PATENT CO.	PRESIDENT
ROKA, LASZLO	02/18/59	M	SZARVAS U. 8. NYIREGYHAZA HUNGARY 4400 42/314-676	COUNTY DEV. AG. SZAB-SZAT-BER.	DIRECTOR
ROZMAN, RICHARD	10/18/67	M	FO TER 4. TATABANYA HUNGARY 2800 34/311-662	LOCAL ENTERPR. AGENCY, TATABANYA	TRAINING MANAGER
SALAMON, ENDRE	08/29/55	M	IFJUMUNKAS UT 16. TATABANYA HUNGARY 2800 36/34-331-	SALAMON LTD.	MANAGER
SALAMON, LAJOS	12/29/41	M	VAR U. 2. MOSONMAGYAROVAR HUNGARY 9 96/215-911	PANNON AGRICULTURAL UNIVERSITY	PROFESSOR
SARKANY, MARTA	12/08/58	F	LAGYMANYOSI U. 14. BUDAPEST HUNGARY 1111 30/422-737	SARKANY LTD.	MANAGING DIRECTOR
SCHUTT, MARGIT	10/06/56	F	S.M. CONSULTING LTD. HAROS U. 143. BUDAPEST HUNGARY 1222 226-3128	S.M. CONSULTING LTD.	ADVISOR
SIPOS, JOZSEF	09/25/56	M	RAKOCZI U. 24-26. PECS HUNGARY 7623 72/324-876		

TIME: 12:21

PARTICIPANT DIRECTORY - ALPHABETICALLY

<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
SOLYOM PETERNE	10/25/50	F	COOPTIM PETOFI S. U. 21 DIOSD HUNGARY 2049 23/382-431	COOPTIM INDUSTRIAL LTD.	
SULE, PETER	10/05/58	M	BUDAPEST ENTERPRISE AGENC RAKOCZI UT 18. BUDAPEST HUNGARY 1072 342-2324	BUDAPEST ENTERPRISE AGENCY	PROJECT MANAGER
SZABO, BALAZS	06/09/53	M	BATTHYANY U. 36. ZALASZENTGROT HUNGARY 879 83/360-384	FARMKEMI BT.	MANAGER
SZABO, JANOS	06/17/57	M	CONTRIN U. RAJKA HUNGARY 9224 96/222-103	EURO PALLETEN INDUSTRIE	TECHNICAL MANAGER
SZABO, MAGDOLNA	12/26/71	F	GREFF ELECTRONIC SERVICE BANK U. 1. BUDAPEST HUNGARY 1054 133-4984	GREFF ELECTRONIC SERVICE	MANAGER ASSISTANT
SZABONE, TORO, JUDIT	03/27/68	F	NASS LTD. ISTVAN KIR. KRT. 19. KECSKEMET HUNGARY 6000 76/481-688	NASS LTD.	MARKETING MANAGER
SZAKAL, LASZLO	03/20/62	M	AULICH U. 26. MISKOLC HUNGARY 3529 46/362-299	XWARE BT.	MANAGER
SZATHMARY, ISTVAN	06/07/46	M	KRESZ GEZA U. 44. BUDAPEST HUNGARY 1132 465-5000	FOUND F ENTERPRISE PROM NOGRAD	MANAGING DIRECTOR
SZEI ANNA	11/06/46	F	JOZSEF NADOR TER 2-4. PENZUGYMINISZTERIUM BUDAPEST HUNGARY 1051 327-2690	PENZUGYMINISZTERIUM	MINISTERIAL COMMISSIONER
SZIGETI, ANNA	01/12/54	F		CREAGENT LTD.	OWNER, PRESIDENT
SZIGETVARI, AGNES	10/21/50	F	HUVOSVOLGYI UT 81. BUDAPEST HUNGARY 1021 274-2607	FAMILY BUSINESS HOUSE	GENERAL MANAGER
SZTANKO, JANOS	07/16/64	M	KETEGYHAZI U. 3. BEKESCSABA HUNGARY 5600 66/442-720	SMALL BUSINESS CENTER OF BEKES	MANAGING DIRECTOR
SZUCS, GABOR	07/31/68	M	ESZTERGAR L. U. 19. PECS HUNGARY 7633 72/256-044	BOTOND LTD.	MARKETING MANAGER
TAKACS, TUNDE	01/30/46	F	KOZTARSASAG UT 17. ZALAEGRSZEG HUNGARY 8900 92/316-033	ZALA COUNTY FOUND. FOR ENT.PR.	INFORMATION MANAGER
TALLIAN, ERZSEBET	09/06/52	F		ANACONDA COSMETICS LTD.	FOREIGN TRADE MANAGER
TAMAS, TIBOR	05/02/61	M	PAULER U. 11. BUDAPEST HUNGARY 1013 212-2194	POSTABANK SECURITIES	INVESTMENT DIRECTOR
TATAI, MARIA	09/07/52	F	BARTFAI U. 8/A BUDAPEST HUNGARY 1119 203-5237	MARTON LTD.	ARCHITECT MANAGER
TENKE TIBOR	01/13/53	M	FELSO ZOLDMALI UT 128-130 BUDAPEST HUNGARY 1025 168-7090	GEOMETRIA GIS SYSTEM HOUSE LTD	VICE PRESIDENT

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TIME: 12:21

PARTICIPANT DIRECTORY . ALPHABETICALLY

<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
TIBO AGNES	07/18/47	F	FOVAM TER 8. BUDAPEST HUNGARY 1093	INSTIT. FOR SMALL BUSINESS DEV	DIRECTOR
TIMAR, ERZSEBET	03/30/55	F	LABORC U. 32/B. BUDAPEST HUNGARY 1037 388-6449	ABN AMRO BANK CEE COLLEGE	EX(ERT
TOROK, PETRA	10/25/72	F	MEZO IMRE U. 3. VARPALOTA HUNGARY 8100 88/371-330		
TOTH, ATTILA	11/14/55	M	MELLIFERA LTD. TESSEDIK SAMUEL U. 4. GODOLLO HUNGARY 2100 28/320-058	MELLIFERA LTD.	MARKETING MANAGER
TURMEZEI, JANOS	08/11/44	M	MISKOLCI VASIPARI SZOV. PF.: 147. MISKOLC HUNGARY 3501 46/346-423	MISKOLCI VASIPARI SZOVETKEZET	CHIEF ENGINEER
VAJER, JANOS	01/15/57	M	FEHERVARI U. 17. PAKS HUNGARY 7030 75/313-783	TAILOR TANODA	
VANYAI, GUSZTAV	08/27/64	M	DEREK U. 123. DEBRECEN HUNGARY 4031 52/447-301	SBDC DEBRECEN	COUNSELOR
VARGA, BALINT	06/13/70	M	MIKLOS U. 8. VESZPREM HUNGARY 8200 88/328-437	RIPS & ROPS LTD.	DIRECTOR
VARGA-OTVOS, BELA	08/08/55	M	PANNONIA U. 25. BUDAPEST HUNGARY 1136 120-0198	ERTEKTERKEP	MANAGING DIRECTOR
VARJ KOS	12/10/63	M	KONSTANTIN U. 34. SZOLNOK HUNGARY 5000 30/582-041	C & L INTERFLORA LTD.	MANAGING DIRECTOR
VARSZEGI, GYORGY	03/28/60	M	RECOGNITA CORP. MARVANY U. 17. BUDAPEST HUNGARY 1012 156-3211/2	RECOGNITA CORP.	DIRECTOR
VEKONY, LASZLO	05/21/46	M	MIKSZATH K.U.10/1. KAPOSVAR HUNGARY 7400 82/312-615	LOCAL GOVERNMENT OF SOMOGY	PROJECT MANAGER
VIDA, PAL	03/16/48	M	KATONA J. U. 16. P.O. BOX 77 TATA HUNGARY 2890 34-384-523	KNOW-HOW CO. LTD.	PRESIDENT
VOLENSZKY, ORSOLYA	07/05/74	F	RAKOCZI F. UT 58. PILISMAROT HUNGARY 2028	VISEGRADI FAIPARI COOP.	CHIEF ACCOUNTANT
WAGNER, DEZSO	02/17/60	M	PLATANFA U. 34/A BAJA HUNGARY 6500 79/322-351	GARAFARM LTD.	TRADE MANAGER
ZAKARIAS, ISTVAN	06/27/54	M	FALK MIKSA U. 16. BUDAPEST HUNGARY 1055 112-1707	ETNOFON BT.	CO-OWNER
ZSAMBOKI, PAL	03/04/55	M	MINDSZENT TER 1. MISKOLC HUNGARY 3530 46/510-332	RAKOCZI REGIONAL DEV. BANK	CREDIT OFFICER
ZSIGA, FERENC	03/03/69	M	MADACH IMRE U. 11. BUDAPEST HUNGARY 1075 142-2900	EUROGUIDE LTD.	DEPUTY MANAGER DIRECTOR

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<u>PARTICIPANT'S NAME</u>	<u>DOB</u>	<u>SEX</u>	<u>MAILING ADDRESS/TELE</u>	<u>EMPLOYER</u>	<u>POSITION</u>
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**ORGANIZATIONS CONTACTED BY PIET/WL/HUNGARY
FOR RITE/EMED**

- United States Agency for International Development (USAID) in Hungary
- American Chamber of Commerce in Hungary
- Peace Corps Hungary (closed in 1996)
- Hungarian-American Enterprise Fund
- Hungarian Foundation for Enterprise Promotion
Magyar Vállalkozásfejlesztési Alapítvány (MVA)
- Local Enterprise Agency network
Szabolcs-Szatmár-Bereg County, Nyíregyháza
Komárom County, Tatabánya
Baranya County, Pécs
Győr-Moson-Sopron County, Győr
Zemplén County
Békés County, Békéscsaba
Jász-Nagykun-Szolnok County, Szolnok
Heves County, Eger
Nógrád County, Salgótarján
Bács-Kiskun County, Kecskemét
- Small Business Development Centre (US Congressionally founded SBDC)
in Pécs city
in Debrecen city
- Soros Foundation in Hungary
- International Executive Service Corps (IESC) in Hungary
- Centre for International Private Enterprise (CIPE) in Hungary
- Globe Info Foundation
- Center for Private Enterprise Development (Suny Center)
- Business Basics Foundation (formerly B'nai B'rith)
- Citizens Democracy Corps (CDC), currently not operating in Hungary
- National Association of Economists (Magyar Közgazdasági Társaság)

- Industrial Association (Iparszövetség, formerly OKISZ)
- Chamber of Commerce and Industry
(Magyar Ipari és Kereskedelmi Kamara)
in Budapest
in Baranya County
in Borsod-Abaúj-Zemplén County
- Agricultural Cooperative Development International (ACDI)
- Volunteers in Overseas Cooperative Assistance (VOCA)
- Federal Chamber of Technical and Scientific Societies
Műszaki és Természettudományi Egyesületek Szövetségi Kamarája
(MTESZ)
- Progress Foundation
Csongrád County Local Enterprise Agency (LEA)
- Somogy County Enterprise Center
- Financial Services Volunteer Corps (FSVC)
- SEED Foundation (SEED Alapítvány)
- Land O'Lakes (LOL) in Hungary
- MBA Enterprise Corps in Hungary
- Strategic Corporate Resources
- National Federation of Consumer and Marketing Cooperatives
Általános Fogyasztási és Értékesítési Szövetkezetek Országos
Szövetsége (ÁFEOSZ)
- Women's Studies Centre
- Association of Hungarian Business Women
Vállalkozó Nők Magyarországi Egyesülete
Disbanded in September 1995.
- Dr. István Szent-Iványi
Országgyűlési Képviselő (MP)
- Ms. Gabriella Selmeczi
Országgyűlési Képviselő (MP)
She is member of committees: Public Administration and Local
Government Committee, Public Welfare and Public Health Committee

- Dr. Tibor Soós
General Director of the Parliament (A Parlament Titkárságának Vezetője)
- PRIMOM Foundation
Nyíregyháza, Szabolcs-Szatmár-Bereg County
- Hungarian National Incubator Association
- International City/County Management Association (ICMA) in Hungary
- State Foundation for Gypsies in Hungary
- Institute for Small Business Development
- Share-Participation Foundation (Employer's Share Ownership Program)